

Rose Cacciopa

3/12/2014

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IN THE UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF OHIO
EASTERN DIVISION

Joseph Casagrande, :
Plaintiff, :
vs. : Case No.
OhioHealth Corporation, : 2:13-CV-00238
et al., :
Defendants. :

DEPOSITION OF ROSE CACCIOPA

Wednesday, March 12, 2014
9:38 o'clock a.m.
Mansell Law, LLC
1457 South High Street
Columbus, Ohio 43207

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8 On behalf of the Plaintiff.

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17 On behalf of the Defendants.

18 - - -

19 ALSO PRESENT:

20 Joseph Casagrande

21 - - -

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1 WEDNESDAY MORNING SESSION
2 March 12, 2014
3 9:38 o'clock a.m.

4 - - -

5 STIPULATIONS

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7 It is stipulated by and between counsel
8 for the respective parties herein that this
9 deposition of ROSE CACCIOPA, a Witness herein, called
10 by the Plaintiff under the statute, may be taken at
11 this time and reduced to writing in stenotypy by the
12 Notary, whose notes may thereafter be transcribed out
13 of the presence of the witness; and that proof of the
14 official character and qualifications of the Notary
15 is waived.

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1	I N D E X	
2	- - -	
3	WITNESS	PAGE
4	ROSE CACCIOPA	
5	Cross-Examination	05
6	(By Mr. Mansell)	
7	- - -	
8	EXHIBITS	MARKED
9	Exhibit No. 1	08
10	(Computer notes)	
11	Exhibit No. 2	20
12	(Fax dated October 1, 2012)	
13	Exhibit No. 3	31
14	(Fax from Canyon Medical Center)	
15	Exhibit No. 4	40
16	(E-mail chain)	
17	Exhibit No. 5	55
18	(E-mail chain)	
19	Exhibit No. 6	59
20	(E-mail chain)	
21	Exhibit No. 7	67
22	(E-mail chain)	
23	Exhibit No. 8	70
24	(E-mail chain)	

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<p>1 PROCEEDINGS</p> <p>2 ---</p> <p>3 ROSE CACCIOPA,</p> <p>4 being by me first duly sworn, as hereinafter</p> <p>5 certified, deposes and says as follows:</p> <p>6 CROSS-EXAMINATION</p> <p>7 BY MR. MANSELL:</p> <p>8 Q. Would you please state your name for the</p> <p>9 record.</p> <p>10 A. Rose Cacciopa.</p> <p>11 Q. Do you mind if I call you Rose?</p> <p>12 A. No.</p> <p>13 Q. I'm an attorney for Mr. Casagrande and Amy</p> <p>14 Sayers in the lawsuit. We haven't met before,</p> <p>15 correct?</p> <p>16 A. No.</p> <p>17 Q. Have you ever had your deposition taken?</p> <p>18 A. No.</p> <p>19 Q. I'm going to go over a couple ground rules</p> <p>20 that will help keep the record straight. The court</p> <p>21 reporter is taking everything down, so try to keep</p> <p>22 your answers verbal, "yes," "no," not nods of the</p> <p>23 head or "uh-huh" or "huh-uh." They're hard for her</p> <p>24 to take down and keep the record straight. Is that</p>	<p>1 fair?</p> <p>2 A. Yes.</p> <p>3 Q. If at any time you don't understand a</p> <p>4 question that I'm asking, just let me know. I'll try</p> <p>5 to rephrase it, ask a better question. I just want</p> <p>6 to make sure you understand what I'm asking. If you</p> <p>7 don't tell me, I'll assume you do. Is that fair?</p> <p>8 A. Okay.</p> <p>9 Q. Is there any medications you're on today</p> <p>10 that would prevent you from recalling facts</p> <p>11 truthfully or accurately?</p> <p>12 A. No.</p> <p>13 Q. Okay. I don't imagine this is going to be</p> <p>14 a very long deposition, but you might need a break;</p> <p>15 and if you do, that's fine. Just let me know. You</p> <p>16 can take as many breaks as you need. All that I ask</p> <p>17 is if there's a question pending, that we answer it</p> <p>18 before you take a break. Is that fair?</p> <p>19 A. Yes.</p> <p>20 Q. Where are you currently employed?</p> <p>21 A. OhioHealth.</p> <p>22 Q. How long have you been employed with</p> <p>23 OhioHealth?</p> <p>24 A. Seven and a half years from this date.</p>
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<p>1 Q. And what's your current position?</p> <p>2 A. I'm a disability case manager in the</p> <p>3 associate health and wellness office.</p> <p>4 Q. And how long have you been in that</p> <p>5 position?</p> <p>6 A. For that whole time, seven and a half</p> <p>7 years.</p> <p>8 Q. Tell me what your job duties are in that</p> <p>9 position.</p> <p>10 A. My main role is to help associates return</p> <p>11 to work; so when they're on a medical leave or if</p> <p>12 they present restrictions from their doctor, I</p> <p>13 coordinate that with their manager and -- between</p> <p>14 them and their manager.</p> <p>15 Q. And you know Mr. Casagrande?</p> <p>16 A. Yes.</p> <p>17 Q. And did you assist him in getting back to</p> <p>18 work while he was on medical leave?</p> <p>19 A. Yes. I was his assigned case manager.</p> <p>20 MR. MANSELL: We were calling documents</p> <p>21 plaintiff's exhibits from yesterday?</p> <p>22 MR. ASENSIO: Yes.</p> <p>23 MR. MANSELL: We'll just call this</p> <p>24 OhioHealth Exhibit 1 just in case I want to reuse</p>	<p>1 some of the exhibits. Is that okay?</p> <p>2 MR. ASENSIO: That's fine.</p> <p>3 ---</p> <p>4 And, thereupon, OhioHealth Exhibit No. 1</p> <p>5 was marked for purposes of identification.</p> <p>6 ---</p> <p>7 BY MR. MANSELL:</p> <p>8 Q. I've handed you what we marked as</p> <p>9 OhioHealth Exhibit 1. Take a second and review this</p> <p>10 document, please, and let me know when you've had a</p> <p>11 chance to review it.</p> <p>12 A. Yep.</p> <p>13 Q. Have you seen this document before?</p> <p>14 A. Yes.</p> <p>15 Q. And can you tell me what this is.</p> <p>16 A. This is the -- a transcript of all my</p> <p>17 notes on my computer, case management system, our</p> <p>18 case management system notes.</p> <p>19 Q. And do you have -- Go ahead. Sorry.</p> <p>20 A. It's okay.</p> <p>21 Q. Do you keep this on all the individuals</p> <p>22 that you're the case manager for?</p> <p>23 A. Yes. We have a case management system</p> <p>24 that is -- you know, contains medical. It's only</p>

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1 seen by those in associate health and wellness.

2 Q. And is this something that you personally
3 keep, or does OhioHealth keep it?

4 A. Well, other people in my office have
5 access, like the people in our office who process
6 the -- you know, FMLA. When they get leave of
7 absence applications, they can go in and make a note.
8 We have a note -- If they're referred to work with
9 the associate, they can make a note on it. So it's
10 really an associate health and wellness tool.

11 Q. And do you keep track of all
12 communications related to the individual that this is
13 for?

14 A. Yes.

15 Q. Okay. I also want to just let you know
16 that the document, at the bottom, they will have
17 Bates numbers on them, if you see in the bottom right
18 corner.

19 A. Okay.

20 Q. This helps us refer to documents because
21 you got a stack like that. I don't want to tell you
22 to turn to Page 3. And I'll probably miss a couple,
23 so I'll refer to documents like that so we know we're
24 on the same page.

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1 contact.

2 Q. Okay. If you look, there's three columns;
3 and in the far right column, there is a first initial
4 and a last name. Do you see that?

5 A. Yes.

6 Q. Who is A. White?

7 A. Alice White. She's a disability claims
8 analyst. There's four associates that answer our
9 phones, and they will -- they will get the initial,
10 you know, paperwork, either by mail, by fax, you
11 know, however that the associate hands it in. And
12 they will process and review for -- We -- In
13 associate health, we review for two benefits, FMLA,
14 which is the job protection and temporary disability
15 pay, which is short-term disability pay that
16 OhioHealth pays associates who have been there at
17 least six months and -- as long as they're benefits
18 eligible. Like, they would have to work a certain
19 amount of hours.

20 Q. And it's my understanding that OhioHealth
21 is self insured for short-term disability.

22 A. Yes. But I'm used to that term of
23 Workers' Comp. There's self insured Workers' Comp.
24 I mean, short-term is paid out by OhioHealth. Is

1 A. Okay. Thank you.

2 Q. You're welcome. Let's turn to the last
3 page of the document that's Bates labeled 1228. Does
4 this back page reflect when you opened this file for
5 Mr. Casagrande?

6 A. Yes.

7 Q. And Mr. Casagrande had several -- multiple
8 leaves of absence while he was with OhioHealth,
9 correct?

10 A. Yes.

11 Q. And you were his case manager for all of
12 them?

13 A. Well, I'm only aware of -- Like, in July,
14 he went off and I was assigned; but I actually don't
15 think I had much contact at that time because the way
16 it works is, you know, I'm assigned to non
17 work-related injury, illness; and then it's up to the
18 case manager. We can call them, say, "Hi. I'm your
19 case manager. You know, I'd like to introduce
20 OhioHealth has transitional work services," that kind
21 of thing. And sometimes -- When I have a lot going
22 on, I will also just send a letter. So I believe I
23 just -- initially for this leave in July, August I
24 sent a letter to kind of tell him that I was his main

1 that what you mean?

2 Q. What's your understanding of how their
3 short-term disability is paid out?

4 A. Without -- The term short-term is paid out
5 on our paycheck just like normal pay; so it's a
6 benefit from OhioHealth, not through an insurance
7 company.

8 Q. And then you said you review for
9 short-term disability and FMLA. Explain to me what
10 you mean by "review."

11 A. Well, the ladies who receive the paperwork
12 will just use, you know -- For FMLA, under the law,
13 you have to, you know, have -- There's two
14 eligibility requirements, that you've worked a
15 certain amount of hours in the rolling calendar
16 year -- we go by rolling, not calendar -- and also
17 that you have worked at least a year.

18 Q. And so that's something that's reviewed
19 before it gets to you?

20 A. Yes.

21 Q. Do you also review it again on your own?

22 A. No.

23 Q. Have you had FMLA training?

24 A. Well, I'm a certified rehabilitation

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1 counselor; so, you know, we are familiar with FMLA,
2 but no specific trainings, but just more going off of
3 the, you know, the two eligibility requirements. My
4 role is not really FMLA. You know, our office
5 reviews for that; and it's more an administration
6 piece. You know, my role is mainly, you know, case
7 management, reaching out to the associate and trying
8 to get them back to work. So I'll work with
9 associates whether they're FMLA protected or not,
10 whether they're getting paid short-term disability or
11 not, we -- whether they're on a Workers' Compensation
12 claim or not. So I'm not really involved with the
13 FMLA administration.

14 Q. Okay. That's fair.

15 Who is M. Heyder?

16 A. That's Marsha Heyder. Diane Heyder, but
17 she goes by Marsha Heyder. She's also -- She has the
18 same title as Alice. So there's four ladies who will
19 potentially, you know, receive paperwork.
20 Sometimes -- Any of the four ladies would be
21 receiving the paperwork on any claim; and then, you
22 know, they -- you know, one of them would be in
23 charge of pay. So maybe Marsha got involved because
24 she's going to, you know, look at the case and open

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1 in here have access to this, correct?

2 A. Yes.

3 Q. Is November 5, 2012, the first time you
4 learned that Mr. Casagrande was going to be taking a
5 leave of absence?

6 A. I'm sorry. Can you repeat that. I was
7 reading.

8 Q. Sure. Is November 5, 2012, the first time
9 that you were notified Mr. Casagrande was going to be
10 taking this leave of absence?

11 A. Yes. Well, Marsha -- I mean, I didn't
12 note when the manager informed me, but it probably
13 was the same day or around that day.

14 Q. All right. And you're referring to the
15 previous page, 1227. If you look there on the second
16 entry from the top, it says: "Spoke to manager."

17 A. Oh, yes. 11/5, yes.

18 Q. And you spoke with Mr. Casagrande's
19 manager that day?

20 A. Yes.

21 Q. And is that Amy Sayers?

22 A. Yes.

23 Q. And how do you transcribe notes? You do
24 it while you're on the phone or afterwards based on

1 it up, because our office handles the short-term
2 disability pay. So we take over, put in the codes
3 and the time keeping system. Well, my clerks do.
4 That's not my job. But they will -- You know, so
5 there's four of them; and so she probably opened the
6 pay and then saw that, you know, this person was
7 going to be on a leave for a certain amount of time,
8 and then, you know, decided to assign me.

9 Q. All right. I want to have you turn a
10 couple pages forward to 1226. I want to direct you
11 to the third entry from the bottom, 11/5/2012. Do
12 you see that?

13 A. Uh-huh.

14 Q. And it says: "EE called. Initial
15 assessment," and then it has your name on the right.
16 Do you see that?

17 A. Yes.

18 Q. If your name is on the right, does it mean
19 that you're entering that?

20 A. Yes.

21 Q. And if somebody else's name on is on the
22 right, does that mean they entered the note?

23 A. Yes.

24 Q. So all the people that have entered notes

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1 what the conversation was?

2 A. Yeah, both sometimes.

3 Q. Do you remember anything from that
4 November 5 conversation with Amy Sayers that's not
5 contained in the note on 1227?

6 A. No. I mean, normally managers -- or, you
7 know, HR sometimes will call and let us know if
8 someone is on leave of absence; and, you know, it
9 all -- As a courtesy to associates, we will send out
10 leave of absence paperwork or put them on a pending
11 FMLA. You have 15 days to return. So instead of him
12 just going off and not getting paid, because, you
13 know, it appeared to be a medical related leave, they
14 called me.

15 Q. And then let's go back to 1226. There are
16 two entries at the bottom from Marsha Heyder. Do you
17 see those?

18 A. Yes.

19 Q. And what prompts Ms. Heyder to send these
20 notification letters, if you know?

21 A. Well, two things. One is if they receive
22 the paperwork, like the medical paperwork. And, you
23 know, they can review because you also have to -- the
24 office has to verify if it's a serious medical

<p style="text-align: right;">Page 17</p> <p>1 condition under the FMLA. Well, in this case, we 2 didn't have the medical right away. But we will go 3 ahead and send the denial letter if the other 4 ineligibility -- if there's -- The other requirements 5 for FMLA, you know, are -- he was ineligible; so as 6 soon as they saw that he had worked less than 1250 7 hours, they sent it out. They process many of these 8 each day. That's basically their job, to receive the 9 medical leave of absence paperwork. 10 Q. So the bottom two entries wasn't something 11 that you were involved with? 12 A. No. 13 Q. But you were involved with talking to 14 Mr. Casagrande at some point on November 5, correct? 15 A. Yes. 16 Q. And you advised him that he was not 17 eligible for FMLA in that conversation, correct? 18 A. I don't think I would have -- Yes, I guess 19 I did. 20 Q. And you were referencing the letter? 21 A. Right. As -- I was referring to the 22 letter, right. So, yes, I did, that he's eligible 23 for TDP. 24 Q. And do you believe you saw the letter or</p>	<p style="text-align: right;">Page 18</p> <p>1 reviewed the letter prior to the phone call with 2 Mr. Casagrande? 3 A. No. I wouldn't have done that. It's in 4 our system, but it's a form letter. 5 Q. Okay. 6 A. So, I mean, I would have seen the note 7 that it would have been denied. A letter was sent. 8 And -- 9 Q. I see what you're -- 10 A. And also knowing he's there less than a 11 year, we -- you know, he's going off on his leave. 12 He's less than that year, he's not eligible. So it's 13 not -- But it wouldn't matter for me working with him 14 because our goal is -- always at OhioHealth is to 15 return people to their job. We're big advocates for 16 the associate in trying to just to get them back to 17 work. 18 Q. Is it to return to their specific job or 19 to return them to work? 20 A. Well, you know, the order is -- Like, in 21 my field for, you know, is same job, same company. 22 And if for some reason, due to a medical, you know, 23 permanent restrictions that go back or because, you 24 know, in this case, you know, if there was</p>
<p style="text-align: right;">Page 19</p> <p>1 no -- Well, I mean, we were so early on in the 2 process; so, I mean, at the time when Joe was 3 released to return, there would have been a position 4 in his department to go back to. That would have 5 been our first inquiry; and if there isn't, then we 6 would look at other positions within the company. 7 And, you know, being an RN, you know, I felt pretty 8 good that, you know, we could when he was ready. 9 Q. When he was ready to -- 10 A. When the doctor released him to return to 11 work, you know, depending on when that was and what 12 he needed at that time. You know, there's always RN 13 positions at OhioHealth. I can't guarantee that. 14 You know, as a case manager, I'm not in charge of 15 hiring and firing, you know, that he was 16 what -- We're just there to help bring them back 17 to -- you know, to that point where they can come 18 back. 19 Q. All right. And then did you tell him that 20 you were going to have to have his medical provider 21 fill out paperwork? 22 A. Yes. 23 Q. And then if you look three entries above, 24 there's an entry from you. It says: "Fax to</p>	<p style="text-align: right;">Page 20</p> <p>1 Dr. Nuss with form B." Do you see that? 2 A. Yes. 3 --- 4 And, thereupon, OhioHealth Exhibit No. 2 5 was marked for purposes of identification. 6 --- 7 BY MR. MANSELL: 8 Q. I've handed you what's been marked as 9 OhioHealth Exhibit 2. The first page is a cover 10 page, correct? 11 A. Yes. 12 Q. And if you look, it's dated 10/1/2012. Do 13 you see that? 14 A. Yes. 15 Q. Do you think that's inaccurate at the top 16 too where the fax -- 17 A. That's probably inaccurate. 18 Q. Probably just from an old form or 19 something? 20 A. We copy and paste. 21 Q. But you do believe that this was the fax 22 letter that accompanied the fax on November 5, right? 23 A. Yes. That's bad. 24 Q. And if you look on the second page -- I</p>

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<p>1 assume you sent this to the office not filled out, 2 correct? 3 A. Right. 4 Q. And this is what you received back -- 5 A. Yes. 6 Q. -- and filled out? 7 A. Uh-huh. I assumed he was a doctor, but he 8 was actually a nurse practitioner. 9 Q. So what do you do when you receive this 10 back, the second page? 11 A. Well, it goes through, like, Marsha and 12 Alice. You know, it's either faxed -- This was 13 probably faxed in. It looks like it was faxed back. 14 And then it shows up in my images box, because I can 15 see the medical that was received. I don't -- I 16 would really note the return to work dates to see 17 when he would be released. But basically, it's -- 18 You know, this was -- this was something I would just 19 check to make sure was there so that we have the 20 documentation to support the pay. 21 Q. For the short-term disability? 22 A. Yes. For the short-term disability. 23 Q. And this document says he's able to return 24 to work on November 23, 2012, correct?</p>	<p>1 A. Yes. 2 Q. And do you enter that in the system 3 anywhere or just in the notes? 4 A. Yeah. I mean, in the system, there's like 5 a return to work screen; and either my associates, 6 when they receive it enter it; or if they didn't 7 update it, I would update it. 8 Q. And Mr. Casagrande did, in fact, take a 9 leave of absence at that time, right? 10 A. Yes. 11 Q. And you're allowed after that point to 12 make sure that he was getting in to see doctors that 13 he needed to and get the treatment that he needed, 14 correct? 15 A. Yes. 16 Q. Who is Jean Lefebvre? 17 A. She's a case manager with OhioHealth 18 group. 19 Q. So is there a difference between what was 20 your job title and her job title, disability case 21 manager versus case manager? 22 A. You know, I'm not sure of her exact job 23 title. And normally it would be just me working with 24 the associates. And I think there's other</p>
Page 23	Page 24
<p>1 initiatives like -- I mean, sometimes Aetna will have 2 a case manager and, you know, OhioHealth group -- I 3 guess OhioHealth, the insurance plan to just try to 4 reach out to associates and try to help them from a 5 medical case management. So in our case, you know, 6 Jean had a good rapport with Joe. I had a good 7 rapport with Joe, so we were all just working to help 8 him return to work. So in this case, we did work 9 together, but she doesn't work in our department. 10 Q. And I want you to look at Page 1125. 11 MR. ASENSIO: On Exhibit 1? 12 MR. MANSELL: On Exhibit 1, yes. 13 Q. You can set Exhibit 2 to the side. Let me 14 just ask you a question. How do you put the e-mails 15 in here? Do you do a copy and paste from the e-mail, 16 or does it automatically put in the e-mail in? 17 A. No. It's copy and paste. Sometimes I 18 just copy and paste, and sometimes I forward my 19 e-mail so I can include the, you know, "to," "from." 20 But we're not really held to -- Like, you know, we 21 just kind of put in what we wrote; so, yeah, it might 22 look kind of not formatted. 23 Q. If you look at the third entry down on 24 November 21, 2012, it's an entry by yourself. It</p>	<p>1 says: "E-mail to manager. DCA extend TDP." 2 A. Yes. 3 Q. What does "DCA" stand for? 4 A. Disability claims analyst. That's the job 5 title of Alice White, Marsha Heyder and the other two 6 women that work in that position. 7 Q. And if you look below it, it appears to be 8 copy and paste of an e-mail from Amy Sayers to 9 yourself initially, correct? 10 A. Yes. 11 Q. And then the second portion appears to be 12 notes -- your notes? 13 A. Okay. Which portion are you reading? 14 Q. If you go to the end of Amy's e-mail, 15 which I assume ends with her pager number -- 16 A. Okay. 17 Q. -- do you see it starts: "Joe is not 18 ready to return to work"? 19 A. Yes. I see it. I was reading. 20 Q. And then it says: "We're trying to secure 21 appointment with specialist and is referring. 22 Providers not being very helpful. I know you have 23 posted/filled the position. I will be referring Joe 24 to work with our workplace accommodation specialist</p>

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<p style="text-align: right;">Page 25</p> <p>1 in HR when ready to return to work." Do you see 2 that? 3 A. Yes. 4 Q. What is a workplace accommodation 5 specialist? 6 A. Well, in our office, we used to have just 7 case managers; but my manager helped create this 8 position because, you know, we have a lot of 9 long-term associates; and, you know, it was sort of 10 an effort to make sure that associates who -- you 11 know, aging workforce and permanent restrictions, so 12 this -- this position was a great creation because 13 their focus is to help associates who have, like, you 14 know, permanent accommodation. And then also they 15 assist with, in this case, job search assistance for 16 associates who might have been displaced due to FMLA, 17 you know, denial and then subsequent, you know, 18 posting and filling of the position. 19 So, again, knowing that, you know, this 20 was the situation, you know, Joe was headed toward, 21 I, you know, was thinking in my head I wanted to call 22 in the workplace accommodation specialist at some 23 point to help him, you know, make sure that there 24 wasn't too much gap between when he was released by</p>	<p style="text-align: right;">Page 26</p> <p>1 his physician to return to work and actually be on a 2 job. 3 Q. Is Michael Kramb a workplace -- 4 A. No. He's the HR -- At the time, he was an 5 assistant. He had just begun, and so he was -- You 6 know, I referred to HR, the associate relations reps. 7 Q. Did Mr. Casagrande work with a workplace 8 accommodation specialist related to this leave? Are 9 you aware? 10 A. Well, I introduced him to Nancy Miller at 11 some point. 12 Q. So that's Nancy Miller's -- 13 A. The title, yes. 14 Q. Job title? 15 A. Uh-huh. She's a case manager as well, 16 certified rehab counselor and social worker. 17 Q. So here you're extending his leave to the 18 next pay period, which would be December 8, 2012, 19 correct? 20 A. Well, I asked them to extend the temporary 21 disability pay, not the leave. But we were -- It was 22 a courtesy because, you know, we were always kind of 23 chasing down medical from his provider. 24 Q. And you had a lot of contact related to</p>
<p style="text-align: right;">Page 27</p> <p>1 Joe's leave of absence prior to this, correct? 2 A. Yes. 3 Q. So you knew what was going on? 4 A. Yes. Right. 5 Q. How long can an employee be on temporary 6 disability pay? 7 A. The benefit is for 17 weeks in a rolling 8 calendar year, 120 days. But it really is 9 based -- The -- We have to have a medical note to 10 extend it, so even though we might tell him, "Your 11 temporary disability pay will expire at this date," 12 there needs to be medical to back it up. 13 Q. That's just the max, but they're still 14 going to have to have something to entitle them to 15 that? 16 A. Yes. Yes. 17 Q. And also, just from a court reporter 18 standpoint too, I know that we talk and you know 19 where I'm going with the question and you might want 20 to answer it, and I might know where you're going 21 with an answer and may want to ask the question or 22 follow-up question. But just so the court reporter 23 is able to take everything down, try to let me finish 24 my question and then provide an answer.</p>	<p style="text-align: right;">Page 28</p> <p>1 A. Okay. 2 Q. And I'll do the same. 3 A. Okay. 4 Q. Was it your understanding that Joe's 5 position was going to be posted? 6 A. Yes. 7 Q. Because he was not FMLA eligible? 8 A. Well, there was a -- most likely a 9 business need to post the position. So -- But, yes, 10 normally, you know, if they're denied, the manager 11 would have the option to post if there was a business 12 need. 13 Q. All right. So when you say there was 14 mostly a business need, are you just saying under 15 normal circumstances? 16 A. It's not up to me. It's more of a manager 17 decision. 18 MR. ASENSIO: Let him finish his question. 19 BY MR. MANSELL: 20 Q. So when you say there's mostly a business 21 need to fill the position, are you saying under 22 normal circumstances, there probably would be a 23 business need to fill the RN position, or are you 24 talking about this specific situation that you recall</p>

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<p>1 there being a business need to fill Joe's position?</p> <p>2 A. I'm generally speaking.</p> <p>3 Q. Okay. Do you have any recollection</p> <p>4 whether or not there was a business need or that you</p> <p>5 were aware that there was a business need in this</p> <p>6 particular situation?</p> <p>7 A. Well, Amy had told me that she was going</p> <p>8 to post the position in the -- in that e-mail.</p> <p>9 Q. Did she tell you that there was a business</p> <p>10 need?</p> <p>11 A. Not specifically. I mean, managers can't</p> <p>12 get permission to post unless there's a need, you</p> <p>13 know, for an opening.</p> <p>14 MR. ASENSIO: Just answer the questions.</p> <p>15 BY MR. MANSELL:</p> <p>16 Q. In order to post a position, does a</p> <p>17 manager have to get approval?</p> <p>18 A. Yes.</p> <p>19 Q. And before they receive approval, they</p> <p>20 can't formally post the position?</p> <p>21 A. I don't know that. That's HR.</p> <p>22 Q. Turn to Page 1222 on Exhibit 1, please.</p> <p>23 The bottom of this page there's an entry from you on</p> <p>24 December 11, 2012. Do you see that it says: "Spoke</p>	<p>1 to employee"?</p> <p>2 A. Yes.</p> <p>3 Q. It says: "Informed employee that manager</p> <p>4 is filling position and sending letter. Didn't want</p> <p>5 to blindside him." Do you see that?</p> <p>6 A. Yes.</p> <p>7 Q. So at this point, had you been informed</p> <p>8 that Mr. Casagrande's position was going to be</p> <p>9 filled?</p> <p>10 A. Yes.</p> <p>11 Q. And if you look at the next entry on</p> <p>12 December 12, 2012, it's from yourself. It says:</p> <p>13 "Spoke to Dr. DiPietra/Allison." Do you see that?</p> <p>14 A. Yes.</p> <p>15 Q. At this point, you hadn't gotten an</p> <p>16 official letter extending Joe's medical time off, had</p> <p>17 you?</p> <p>18 A. I don't recall. But I was -- We were</p> <p>19 chasing medical a lot, so I don't recall the dates.</p> <p>20 Q. What do you mean you were "chasing</p> <p>21 medical"?</p> <p>22 A. I don't recall whether, you know --</p> <p>23 Q. Sure. When you say "chasing medical,"</p> <p>24 you're talking about providers of the individual?</p>
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<p>1 A. Yeah. Joe had given me an okay to help</p> <p>2 get medical, and so he would be covered for temporary</p> <p>3 disability pay.</p> <p>4 Q. And you find that's typical, that it's</p> <p>5 hard to get in touch with medical providers?</p> <p>6 A. Yes. You know, typically it is the</p> <p>7 associate's responsibility. You know, I was</p> <p>8 assisting and -- because I had a rapport with Joe and</p> <p>9 understood what he was going through, so I just --</p> <p>10 Q. You were being proactive helping him?</p> <p>11 A. Yeah.</p> <p>12 ---</p> <p>13 And, thereupon, OhioHealth Exhibit No. 3</p> <p>14 was marked for purposes of identification.</p> <p>15 ---</p> <p>16 BY MR. MANSELL:</p> <p>17 Q. I've handed you what's been marked as</p> <p>18 OhioHealth Exhibit 3. Do you recognize this</p> <p>19 document?</p> <p>20 A. Yes.</p> <p>21 Q. Do you believe you've seen this document</p> <p>22 before? I guess that's the same as asking if you</p> <p>23 recognize it.</p> <p>24 MR. ASENSIO: The one you gave her is</p>	<p>1 highlighted. Is that your copy?</p> <p>2 MR. MANSELL: Probably.</p> <p>3 A. It's pretty hard to read.</p> <p>4 Q. This appears to be a fax along with a note</p> <p>5 from Mr. Casagrande's medical provider; is that</p> <p>6 accurate?</p> <p>7 A. Yes.</p> <p>8 Q. And if you look on the second page, I know</p> <p>9 it's difficult to read because it's a health</p> <p>10 professional's writing and it's very dark. But are</p> <p>11 you able to read this?</p> <p>12 A. Yes, I am able to read it.</p> <p>13 Q. What -- What does it say?</p> <p>14 A. "Joe will need continuance" maybe --</p> <p>15 "continuance of his current disability status." I</p> <p>16 can't read that -- I think it says "continuance" --</p> <p>17 continual of his current disability status."</p> <p>18 Q. "Continuation" maybe?</p> <p>19 A. "Continuation," right. Yes.</p> <p>20 "Continuation of his current disability status</p> <p>21 through February" -- there is another word there</p> <p>22 right before "through" -- "through February 2013."</p> <p>23 Q. "At least through"?</p> <p>24 A. "At least through."</p>

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<p>1 Q. So at this point when you received this, 2 did you extend the medical leave until the end of 3 February?</p> <p>4 A. Yes, we did as a courtesy because he 5 didn't write an exact date, but it said "through 6 February," so it's hard to get exact dates.</p> <p>7 Q. So he wasn't very specific?</p> <p>8 A. Yeah. So --</p> <p>9 Q. So you erred aired on the side of --</p> <p>10 A. Right. Exactly.</p> <p>11 Q. Now, let's look at the next page, 1221. 12 At the bottom of the page, there's a January 1, 2013, 13 entry by you. It says you spoke to Joe. Do you see 14 that?</p> <p>15 A. '13?</p> <p>16 Q. What did I say? January 3, 2013. Do you 17 see that?</p> <p>18 A. Yes, I see it.</p> <p>19 Q. And it says: Told him I spoke to Jean; 20 she mentioned re: assistance with return to work. Do 21 you see that?</p> <p>22 A. Yes.</p> <p>23 Q. Do you remember what your conversation 24 with Jean was about regarding assistance with return</p>	<p>1 to work?</p> <p>2 A. I mean, I think -- Not specifically. I 3 mean, generally just talking about help in doing a 4 job search.</p> <p>5 Q. So is Jean involved with Mr. Casagrande's 6 work as far as you know?</p> <p>7 A. That was my main role really. I mean, 8 Jean actually did a lot more than, you know, I think 9 people in our role -- in her role. I think Joe was 10 anxious about returning to work and -- I mean, not 11 having a job and if, you know, Amy had filled it. 12 And so there was conversation. I mean, I don't 13 remember specifically, you know, the conversation. I 14 do remember with Jean that we just had a conversation 15 about, "Okay. Who's going to lead this because we 16 can't have too many people doing, you know, the same 17 thing as far as return to work."</p> <p>18 Q. And did you decide that you were going to 19 lead it?</p> <p>20 A. Yeah. That was our role in the 21 department.</p> <p>22 Q. And do you remember if in this 23 conversation January 3, 2013, you talked about 24 returning to work with Mr. Casagrande?</p>
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<p>1 A. I mean, we were talking in general. I 2 didn't -- just talking in general about getting back 3 and getting job search assistance. I mean, his 4 doctor wrote him off through the end of February, so 5 he -- you know, he's off work through then medically; 6 but if he was released, you know, and there was no 7 job to go back to; so, yes, we discussed job search 8 and, you know, had to do that. And associates in 9 general, I say even if they're on a disability leave, 10 they're welcome to look on our job board for 11 positions that they think they qualify for.</p> <p>12 Q. If Mr. Casagrande received release to 13 return to work on January 3, 2013, do you know if his 14 short-term -- or his TDP pay would end?</p> <p>15 A. Typically it would end. In some cases, it 16 could be extended; but typically the rule was that if 17 the -- if the medical released him to work with no 18 restrictions, the short-term disability would end. 19 If he had restrictions and the department couldn't 20 accommodate, then that could be reviewed as to 21 whether to continue the disability pay until some 22 accommodation could be figured out.</p> <p>23 Q. Turn to the next page that's labeled 1220. 24 The third entry up is a January 8, 2013, e-mail from</p>	<p>1 John: "Left voicemail," and it's an entry by you. 2 Do you see that?</p> <p>3 A. Yes.</p> <p>4 Q. And do you know who the "left voicemail" 5 is referring to, to whom?</p> <p>6 A. Me. I left probably a voicemail back 7 and -- yes, "left voicemail to confirm a 12:30 time."</p> <p>8 Q. So here Jean says: "Joe sounds great and 9 wants to start talking about return to work," right?</p> <p>10 A. Yes.</p> <p>11 Q. And then you guys talk about scheduling a 12 meeting?</p> <p>13 A. Yes.</p> <p>14 Q. What was the purpose of the meeting?</p> <p>15 A. Well, I thought it would be helpful to 16 just have everybody who was on Joe's team there to 17 help, you know, get him started for a job search, you 18 know, so just -- so that, you know, we would have 19 some applications in so when he was ready to be 20 released medically, you know, he would be at least 21 starting to apply for jobs. And also just as a, you 22 know, case manager counselor, you know, I thought it 23 would be helpful to -- Well, his sister came and 24 his -- We had -- You know, I invited HR. I just</p>

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<p>1 thought that would help Joe, because a lot of times</p> <p>2 HR and associates are on the phone, and I figured if</p> <p>3 we get one HR person to come and see Joe, and they</p> <p>4 hear of a position -- It's just that networking. It</p> <p>5 was kind of a networking and also to kind of</p> <p>6 understand what other departments, you know, Joe</p> <p>7 would be, you know, interested in going to and have</p> <p>8 the HR person know and also our workplace</p> <p>9 accommodation specialist because she could review</p> <p>10 jobs that, you know, might be a good fit, you know,</p> <p>11 based on his experience and whatever medical needs he</p> <p>12 might have when he was released, if any.</p> <p>13 Q. And you did schedule a meeting, correct?</p> <p>14 A. Yes.</p> <p>15 Q. And then you had to reschedule it. Do you</p> <p>16 recall that?</p> <p>17 A. Yeah. Hard to schedule six people.</p> <p>18 Q. And that's reflected in the note above,</p> <p>19 that it's rescheduled from January 11 to January 18,</p> <p>20 correct?</p> <p>21 A. Yes.</p> <p>22 Q. You did, in fact, meet on January 18?</p> <p>23 A. Yes.</p> <p>24 Q. And I know you described generally what</p>	<p>1 the purpose of the meeting was, but I want to talk to</p> <p>2 you about the actual meeting. Do you remember how</p> <p>3 long it was?</p> <p>4 A. Maybe an hour. I don't know. I don't</p> <p>5 recall.</p> <p>6 Q. If you turn to the next page 1219 on</p> <p>7 Exhibit 1 --</p> <p>8 A. Yes.</p> <p>9 Q. -- on the bottom, January 16, 2013, you</p> <p>10 had a phone conversation with Joe that you note here,</p> <p>11 right?</p> <p>12 A. Yes.</p> <p>13 Q. And you note that Joe applied for five</p> <p>14 positions for OhioHealth. Do you see that?</p> <p>15 A. Yes.</p> <p>16 Q. And it says: "Have you missed more than</p> <p>17 certain number of days." Do you know what that's</p> <p>18 referring to?</p> <p>19 A. "Applied for 5 positions for OhioHealth -</p> <p>20 internal..." -- Oh, it might have been on the</p> <p>21 application. You know, they ask in general about</p> <p>22 your -- for internal associates, like, you know,</p> <p>23 possibly that. And you know, sometimes I kind of</p> <p>24 have little run on sentences just going. So I think</p>
Page 39	Page 40
<p>1 that's what it was in reference to, like, on the</p> <p>2 actual online applications, like the form -- forms</p> <p>3 they have online for filling out. And that's why she</p> <p>4 would have called Susie in HR.</p> <p>5 Q. Go up to 1/8/2013, the entry from Marsha</p> <p>6 Heyder.</p> <p>7 A. Yes.</p> <p>8 Q. What does "PAF" stand for?</p> <p>9 A. Personal action form, and it's just, I</p> <p>10 think, a computer term. Like, it basically is your</p> <p>11 status. So our office -- When someone -- Like, in</p> <p>12 the people's -- HR Peoplesoft system, it will say</p> <p>13 you're active, meaning you're at work. And your</p> <p>14 office will -- If an associate is off for probably</p> <p>15 more than three or four weeks, they would change the</p> <p>16 status to leave of absence status. And it -- it's</p> <p>17 just -- Like, they can't access certain corporate</p> <p>18 education because, you know, they're not supposed to</p> <p>19 do work, you know, when they're off work.</p> <p>20 But basically it's just a -- Our office</p> <p>21 will direct IS to change the PA if -- to "off work,"</p> <p>22 and I don't think it was done from the beginning. It</p> <p>23 should have been done from the beginning.</p> <p>24 Q. And --</p>	<p>1 A. Sometimes they miss it so, so they do it.</p> <p>2 Q. I don't see any notes from you or anybody</p> <p>3 else regarding the meeting on January 18, 2013.</p> <p>4 A. Right.</p> <p>5 Q. Do you know why there aren't --</p> <p>6 A. That was a big miss on my part because the</p> <p>7 meeting was on a Friday, and I should have put notes</p> <p>8 in.</p> <p>9 Q. Did you take notes?</p> <p>10 A. No.</p> <p>11 - - -</p> <p>12 And, thereupon, OhioHealth Exhibit No. 4</p> <p>13 was marked for purposes of identification.</p> <p>14 - - -</p> <p>15 A. I know it seems really odd, but I just</p> <p>16 didn't put it in, and I -- It was a Friday, and I</p> <p>17 just kind of -- we just went forward with applying.</p> <p>18 Q. I've handed you what's been marked as</p> <p>19 OhioHealth Exhibit 4. I want you to look at the</p> <p>20 first e-mail timewise. So the bottom e-mail on the</p> <p>21 page is from you to Susan Talebi to Michael Kramb</p> <p>22 dated January 18, 8:58 a.m. Do you see that?</p> <p>23 A. Yes.</p> <p>24 Q. Now, I assume that the actual e-mail was</p>

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<p>1 sent before the meeting with Mr. Casagrande, correct?</p> <p>2 A. Yes.</p> <p>3 Q. But then on the bottom of the page there</p> <p>4 appears to be a note, maybe a sticky note that was on</p> <p>5 the document that says: "Meeting notes for this</p> <p>6 meeting on other side of paper." Do you see that?</p> <p>7 A. Yes.</p> <p>8 Q. Is that your handwriting?</p> <p>9 A. No, that isn't my handwriting.</p> <p>10 Q. Are you aware if anybody took notes at the</p> <p>11 January 18 meeting?</p> <p>12 MR. ASENSIO: Can you read it?</p> <p>13 A. Yeah. I was looking at the handwriting.</p> <p>14 I thought it was going to be -- Well, I mean, there</p> <p>15 probably was people there with notebooks. I just</p> <p>16 don't recall.</p> <p>17 Q. That's all I'm asking, is whether you</p> <p>18 recall.</p> <p>19 A. Yeah. I don't recall.</p> <p>20 Q. Do you remember who was present at the</p> <p>21 meeting?</p> <p>22 A. Yes.</p> <p>23 Q. Okay. Who was that?</p> <p>24 A. It was Joe's sister, Joe, Jean Lefebvre,</p>	<p>1 and then on the other side, Michael, Nancy</p> <p>2 and -- Michael Kramb, Nancy Miller and myself. I</p> <p>3 believe Nancy was there too.</p> <p>4 THE WITNESS: No, she wasn't there?</p> <p>5 MR. ASENSIO: No.</p> <p>6 THE WITNESS: Sorry.</p> <p>7 MR. ASENSIO: Just testify. Don't look</p> <p>8 for anybody else for help on answers.</p> <p>9 BY MR. MANSELL:</p> <p>10 Q. So you don't believe Nancy was there?</p> <p>11 A. I don't recall.</p> <p>12 Q. Do you ever recall seeing meeting notes</p> <p>13 from the meeting?</p> <p>14 A. I don't.</p> <p>15 Q. Was Susan Talebi at the meeting?</p> <p>16 A. No. She wasn't. Michael Kramb came in</p> <p>17 her place.</p> <p>18 Q. All right. Tell me what you recall about</p> <p>19 the meeting.</p> <p>20 A. It was more just everyone kind of</p> <p>21 discussing, you know, what kind of jobs, you</p> <p>22 know -- you know, finding out what Joe's interest</p> <p>23 was, you know, and just really kind of presenting</p> <p>24 what he thought would be a good fit, floors --</p>
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<p>1 different floors. There was talk about, you</p> <p>2 know -- I mean, because I had knowledge of Joe's</p> <p>3 medical for that, you know, time period and what he</p> <p>4 was going through, we were -- and he was a new</p> <p>5 nurse -- and trying to maybe see if there were any</p> <p>6 floors relatively speaking that, you know, were less</p> <p>7 stressful, you know. So I think -- And it was just</p> <p>8 kind of more of just to get together and, you know,</p> <p>9 try to -- I mean, a lot of the reasons why I called</p> <p>10 the meeting was more of because when people are off</p> <p>11 work, they're feeling disconnected, and we wanted</p> <p>12 to -- I wanted Joe to make sure that he knew that,</p> <p>13 you know, I was going to try to advocate, you know,</p> <p>14 and help him do a job search. And, you know, he</p> <p>15 was -- By the end of February, he would have been,</p> <p>16 you know -- hopefully, you know, his doctor would</p> <p>17 have cleared him. The note estimated to be off</p> <p>18 through the end of February. So --</p> <p>19 Q. Did you discuss his ability to work at</p> <p>20 that time?</p> <p>21 MR. ASENSIO: During the meeting?</p> <p>22 BY MR. MANSELL:</p> <p>23 Q. Yes. In the meeting, did you discuss his</p> <p>24 ability to work as of January 18, 2013?</p>	<p>1 A. I mean, the meeting was, you know, a job</p> <p>2 search. I mean --</p> <p>3 Q. Do you remember Joe telling you he was</p> <p>4 capable of working at that time?</p> <p>5 A. Well, I think he anticipated he would, you</p> <p>6 know, be ready upon release. I mean, he knew that we</p> <p>7 had to have medical to release him to return to work.</p> <p>8 So the meeting was really about job search and, you</p> <p>9 know, the networking.</p> <p>10 Q. But if he gave you a return to work, most</p> <p>11 likely his temporary disability pay would end,</p> <p>12 correct?</p> <p>13 A. Yes. But he also was applying for</p> <p>14 long-term.</p> <p>15 Q. The long-term disability certainly</p> <p>16 wouldn't be approved if he was able to return to</p> <p>17 work?</p> <p>18 A. Right. Right. Right.</p> <p>19 Q. Do you remember discussing Joe not getting</p> <p>20 a return to work because he didn't know what job he</p> <p>21 would be returning to work in?</p> <p>22 A. No. We -- I mean, I was told he -- Anyone</p> <p>23 on a leave of absence are welcome to apply for jobs.</p> <p>24 They can interview. We might have talked about maybe</p>

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1 getting an okay from his doctor to do the job
 2 interviews and make sure he was ready because, you
 3 know, he wanted -- we wanted to make sure that he
 4 felt good to sell himself to the next manager. And
 5 then -- And then, you know, if he was offered a
 6 position, you know, before he could start work, he
 7 would have to have a release for that, you know, to
 8 go and that, you know, he should discuss with his
 9 doctor what job he had been offered. And that's kind
 10 of just general conversation that I advise associates
 11 to do so before they take anything that might not be
 12 something they'll be successful with, to work with
 13 their provider.

14 Q. So would you agree that there wasn't a
 15 need for a return to work or release to work until he
 16 had a job to be released to?

17 A. Well, I mean, that's really -- You know,
 18 the physician -- You know, that's up to them, so
 19 we -- But as far as pay and -- I mean, the notice,
 20 but it's really up to the physician when he's
 21 released. I mean, it wasn't something -- We were
 22 really more focused on what kind of jobs could he
 23 apply to. And for me, I don't have much power when
 24 someone applies to a position. You know, it goes

1 into the system, so that's why I wanted -- I was
 2 trying to get HR there so that we could, you know,
 3 get that moving. Maybe repeat your question.

4 Q. Did Mr. Casagrande indicate to you that if
 5 he received a job before the end of February that he
 6 wouldn't be able to return to work?

7 A. I don't recall.

8 Q. You did talk about job search in the
 9 meeting?

10 A. Job search?

11 Q. Did you talk about applying for positions
 12 that were immediately available?

13 A. That were on the job board. So that
 14 would -- I mean, you have to go through the interview
 15 process, so we met because it takes awhile to get
 16 call -- You know, you put in the application, it
 17 takes time to get the application going. So, I mean,
 18 yes, it would be for positions that were, you know,
 19 available or, you know, as they came up on units that
 20 he was interested in working.

21 Q. So if Mr. Casagrande was offered a
 22 position with a start date before the end of
 23 February, that's just something you would figure out
 24 and deal with at that time?

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1 A. What do you --

2 Q. Whether he could start working or whether
 3 he needed to wait?

4 A. Well, if his -- if -- If the position
 5 would start before his release date, he would have
 6 to, you know, meet with his doctor and discuss if he
 7 can return or not, you know, based on their plan of
 8 care.

9 Q. Anything that you recall being discussed
 10 at the January 1, 2013, meeting?

11 A. No. It was more of a -- kind of a
 12 cheerleading session, just -- His sister was there,
 13 we just -- I mean, that's why -- I mean, yeah, it was
 14 mainly okay. We got everybody together. Joe's
 15 uncle -- He had put in some -- put in for some
 16 position. He had some questions for HR regarding,
 17 you know, the applications.

18 Q. Was there a discussion about Michael Kramb
 19 assisting him in the job search?

20 A. Yes. I think we made him, like, a main
 21 contact for Joe, because sometimes it was hard to,
 22 you know, reach HR. They're -- the associate
 23 relations reps they also, you know, work with all the
 24 associates that are, you know, working, so working

1 on, you know, their job. So Michael was good enough
 2 to say he could be a point of contact.

3 Q. And now, the position that Mr. Casagrande
 4 was formerly in, it had been indicated to you that
 5 that was filled?

6 A. Posted or filled. Like, a lot of times we
 7 don't know when things are filled until we ask them,
 8 like, if -- so when he's ready to apply, we would go
 9 back. So formally -- At the time of his release, you
 10 know, we would go back to his -- I would go back to
 11 his manager and say, "Okay. Are there any other
 12 positions that are open on your floor?"

13 Q. Did you have that discussion with
 14 Ms. Sayers in January?

15 A. I don't think I had it in January because
 16 we weren't -- you know, he wasn't released yet. I
 17 mean, but she knew that obviously. We would try to
 18 return him to work when he was released.

19 Q. And why do you say that?

20 A. Well, that's what we do. We would always
 21 call the manager; and if they don't have a position
 22 available, we let HR know, and they will help us to
 23 try to identify a position. I was just kind of
 24 starting that process ahead of time with having

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<p>1 Michael Kramb there to see if he could identify, you 2 know, positions. 3 Q. So when you say that she 4 knew -- Ms. Sayers knew that you would try to do 5 that, are you speaking generally, or do you remember 6 a specific -- 7 A. I'm speaking in general. That's my 8 process with, you know, managers. They know that I'm 9 going to get back to them when an associate is 10 released to see if the position is open at that time 11 or a similar position, maybe a different shift in 12 their department because, you know, as -- just our 13 practice is same job, same, you know, company is the 14 first step, and then we look at other jobs. 15 Q. All right. I want you to look at an entry 16 that's on Page 1219, but the heading is on Page 1218 17 of Exhibit 1. It's the January 25, 2013, entry by 18 yourself. It says: "Spoke to Joe regarding BEH form 19 from Cigna." Do you see that? 20 A. Yes. 21 Q. That's what I was going to ask you. Do 22 you know what "BEH" stands for? 23 A. "Doctor doesn't have to fill out..." -- 24 Oh, I wonder if I meant to write "med form." I know</p>	<p>1 that's a big jump because -- I mean, I think just a 2 medical form from Cigna because they sent the doctor 3 a behavioral medical form -- behavioral health 4 medical form. 5 Q. I want you to look at the next page. The 6 second line down says: "Michael can't move forward 7 before knowing what any limitations are for. I 8 thought what we decided." What -- Do you know what 9 that means? And it might mean two separate things. 10 But that first portion of the sentence, "can't move 11 forward" -- or "Michael can't move forward before 12 knowing what any limitations are for" -- 13 A. You know, I mean -- 14 Q. Only what you recall. 15 A. Just that if someone has restrictions, you 16 know, we would want to know so that we can make sure 17 that any positions identified would fit into that or 18 any advice, like, you know -- like, I don't know any 19 advice that the doctor might have to, you know, 20 be -- to have him be successful at work. 21 Q. And then the second portion says: "I 22 thought what we decided." Do you see that? Do you 23 know what that's referring to? 24 A. Well, I don't recall. I mean, it might</p>
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<p>1 have -- might have been just Joe getting some 2 clarification, you know, from his doctor or, you 3 know, update if there was anything. But, yeah, it is 4 a little bit -- I don't recall. 5 Q. Let's turn to the next page, 1218. Did 6 Mr. Casagrande ever tell you that ethically he was 7 uncomfortable applying for long-term disability? 8 A. I don't recall. 9 Q. Did he ever tell you that he didn't feel 10 like he was still disabled? 11 A. Well, I don't recall -- I mean, I know Joe 12 would prefer to be, you know, going back to work. I 13 mean, nobody wants to be on long-term disability. 14 But I explained to Joe even though, like, long-term 15 disability says long-term, they can sometimes fill in 16 money in between, you know, when short-term runs out 17 and when they start work or if they -- if he 18 happened -- like, you know, if his doctor wrote him 19 that he could only go back part-time, for instance, 20 the long-term disability company is able to fill in 21 those hours. 22 So I mean, long-term is long-term in 23 respects that he's done with his short-term. I mean, 24 it wasn't -- You know, I certainly did not want, you</p>	<p>1 know, Joe to get into the mindset that he could not 2 work. You know, that's never our, you know, goal. 3 Long-term is really just a financial net for that in 4 between because I think his disability pay was going 5 to run out, you know, even prior to his release, his 6 short-term disability. 7 Q. And if we look at the middle of Page 1218, 8 there's an entry from you on January 30, 2013. It 9 says: "Refax and mailed to Dr. DiPietra. Spoke to 10 employee." Do you see that? 11 A. I'm sorry. Can you locate it? Oh, yes. 12 Q. I want you to jump down to the second line 13 at the end of that line on the right. It says: 14 "Employee feeling really frustrated because was told 15 to hold off in applying." Do you see that? 16 A. Yes. 17 Q. Do you know why Mr. Casagrande was told to 18 hold off in applying for jobs? 19 A. No. But he already had put in, like, five 20 jobs or -- and then I told him to put in for three 21 more there. I'm not sure who told him that. But 22 also, like, just kind of common sense with the job 23 search. You don't want to blanket the job -- You 24 don't want to apply for everything because then they</p>

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1 kind of think you don't know what position you're
2 going to go into. So I think in general, like,
3 sometimes the accommodation specialists or -- I mean,
4 I'm, you know, just supposing here. But it was more
5 of, "Let's focus on which positions that you want to
6 apply for." I mean, that would be my --

7 MR. ASENSIO: Just answer if you know.

8 A. I don't know.

9 Q. And you just said you told him to go ahead
10 and apply for three jobs, right?

11 A. Yes.

12 Q. And then it says: "Employee feels doctor
13 will support him." Do you see that?

14 A. Yes.

15 Q. Do you know what that's referring to?

16 A. In the job search.

17 Q. Did -- Do you remember Mr. Casagrande
18 telling you that he feels the doctor would support
19 him to return to work in those jobs?

20 A. Well, it would depend on, you know, the
21 job because we would -- You know, we would
22 ask -- See. When we start earlier, before a release,
23 it's always like you have to make sure that whatever
24 job -- I mean, it's kind of outside my office. He's

1 applying for the jobs, and if he gets an interview, I
2 mean, that's up to him to go if he gets an offer.
3 You know, our office just needs to make sure there's
4 a release before he returns, you know, to work so --
5 to make sure that he can work. So he can apply and
6 do that all before, you know, he's released. So I
7 think we discussed the doctor -- you know, was the
8 doctor okay with him, you know, interviewing -- you
9 know, just doing a job search because this was a, you
10 know, specific type of medical leave, and he was
11 seeking different, you know, counseling and
12 different, you know, medical plan of care; so I think
13 to support him, just to support him.

14 Q. So you don't believe -- or you don't

15 recall Mr. Casagrande telling you that his
16 doctor -- he feels his doctor would support him in
17 working in particular positions?

18 A. Well, no, not in a specific position. I
19 mean, just --

20 Q. In the positions he identified that he
21 wanted to apply for?

22 A. Yes. I mean, whether he's -- he said:
23 "Employee feels doctor will support him." It's a
24 part of -- If he gets the job, he felt that the

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1 doctor would -- I'm supposing. The bottom line is
2 the associate has to have a release, you know, when
3 we -- you know, before they go back to work. If the
4 doctor had taken him off work at a certain date, you
5 know, we can't have him start if he's medically off
6 work. That --

7 ---

8 And, thereupon, OhioHealth Exhibit No. 5
9 was marked for purposes of identification.

10 ---

11 BY MR. MANSELL:

12 Q. I've handed you what's been marked as
13 OhioHealth Exhibit 5. Have you seen this e-mail
14 thread before?

15 A. Yes.

16 Q. All right. And let's turn to the second
17 page, which is first in chronological order, which is
18 Bates stamped 1154. And it's an e-mail from you to
19 Nancy Miller from Michael Kramb, correct? It says:
20 "Nancy, Joe has been released as of February 1, 2013,
21 to return to work, but his position in Amy's area has
22 been posted, and associate agrees he needs to apply
23 for nursing jobs with less acuity." Do you see that?

24 A. Yes.

1 Q. So at this time, had Mr. Casagrande been
2 released or -- Well, strike that.

3 This e-mail indicates that Mr. Casagrande
4 was released as of February 1, 2013, to return to
5 work, correct?

6 A. I'm sorry. Can you repeat that.

7 Q. Yes. This e-mail indicates that
8 Mr. Casagrande was released to return to work as of
9 February 1, 2013, correct?

10 A. Yes.

11 Q. Do you believe you spoke with Amy at this
12 time about Mr. Casagrande going back to work in her
13 department?

14 A. I don't recall. I mean -- Yeah,
15 I'm -- The -- "Has been released as of 2/1 to return
16 to his position." I thought it was at the end
17 on -- end of February. So long ago. Do you have a
18 question?

19 MR. ASENSIO: No.

20 A. Okay. Sorry.

21 Q. All right. Let's look at Exhibit 1, Page
22 1217. I want to look at the entry on January 31,
23 2013, that says: "Spoke to Rick, EAP." Do you see
24 that?

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1 A. Yes.
 2 Q. In here you make a note that says:
 3 "Doesn't feel comfortable ethically to fill out PU"
 4 -- which I assume means "patient" -- "work for
 5 long-term disability and will refer to PCP" -- which
 6 I assume is "primary care physician" --
 7 Dr. DiPietra." Did I read that correctly?
 8 A. Yes.
 9 Q. Does this refresh your recollection
 10 about --
 11 A. Yes.
 12 MR. ASENSIO: Let him finish the question.
 13 BY MR. MANSELL:
 14 Q. Does this refresh your recollection about
 15 Mr. Casagrande not feeling comfortable ethically to
 16 fill out long-term disability paperwork?
 17 A. Yes.
 18 Q. Do you remember if he provided you any
 19 reason as to why or any other details related to the
 20 long-term disability paperwork?
 21 A. I'm sorry. Can you repeat that question.
 22 Why he didn't?
 23 Q. Do you remember if he
 24 provided -- Mr. Casagrande provided you any reason as

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1 A. Yes.
 2 ---
 3 And, thereupon, OhioHealth Exhibit No. 6
 4 was marked for purposes of identification.
 5 ---
 6 BY MR. MANSELL:
 7 Q. I've now handed you what's been marked as
 8 OhioHealth Exhibit 6. Take a second and look at this
 9 document. Let me start with the e-mail on the bottom
 10 of the page.
 11 A. Okay.
 12 Q. This appears to be an e-mail from you to
 13 Nancy Miller and Susie dated February 5, 2013,
 14 correct?
 15 A. Yes.
 16 Q. And it says: "I talked to Joe today.
 17 He's very anxious as his TDP runs out on 2/12/2013,
 18 right?
 19 A. Yes.
 20 Q. And that's when he would stop receiving
 21 pay, correct?
 22 A. Yes.
 23 Q. And so when you're saying he's very
 24 anxious, do you have an understanding -- or what do

1 to why he didn't feel comfortable ethically filling
 2 out paperwork for long-term disability?
 3 A. I mean, it's a statement. It's just clear
 4 he didn't feel comfortable ethically to fill out
 5 paperwork for long-term possibly because he didn't
 6 feel like he needed to be on long-term disability --
 7 Q. That --
 8 A. -- because it wasn't a long-term issue for
 9 him, you know.
 10 Q. So that's the inference that can be drawn
 11 from your statement, but I'm asking for what you
 12 specifically remember.
 13 A. I don't remember.
 14 MR. ASENSIO: As a point of clarification
 15 for the record, I don't know that there's a
 16 foundation that it's her statement, but it's her
 17 note.
 18 MR. MANSELL: Sure. Okay. That's fair.
 19 BY MR. MANSELL:
 20 Q. Let's turn to the next page of Exhibit 1,
 21 1216. I want you to look in the -- Towards the
 22 middle of the page there's an entry on February 5,
 23 2013. It says: "E-mail to Nancy and Michael, CC
 24 Susie." It's an entry by you. Do you see that?

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1 you mean by "very anxious" here? Was it in relation
 2 to getting a job, earning money, if you know what
 3 you're referring to here?
 4 A. I think both.
 5 Q. At this point -- Strike that.
 6 Let's go to Page 1214 of Exhibit 1.
 7 A. Excuse me. May I have a break?
 8 MR. MANSELL: Yeah. Absolutely.
 9 (Recess taken.)
 10 BY MR. MANSELL:
 11 Q. All right. Back on the record.
 12 We were talking about
 13 document -- Exhibit 1 in document No. 1214, and I
 14 wanted to direct you to the middle of the page,
 15 February 14, 2013, an entry by you that says: "Spoke
 16 to employee." Do you see that?
 17 A. Yes.
 18 Q. And are these notes from your conversation
 19 with Mr. Casagrande? Is that who "employee" refers
 20 to?
 21 A. Yes.
 22 Q. Now, I want you to drop down to the middle
 23 of that paragraph. It says: "Doctor confirmed okay
 24 to release." Do you see that?

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<p>1 A. Yes.</p> <p>2 Q. Do you know what that's referring to?</p> <p>3 A. You know, a return to work date. Okay.</p> <p>4 Maybe the March 1 date. I don't -- I don't know</p> <p>5 because it's kind of -- "doctor confirmed okay to</p> <p>6 release."</p> <p>7 Q. And then it continues and says: "Had</p> <p>8 meeting with EAP/reg." Went really well. Return as</p> <p>9 needed." Do you see that?</p> <p>10 A. Yes.</p> <p>11 Q. And if you don't recall any specific</p> <p>12 details about what this was referring to or the</p> <p>13 conversation with Mr. Casagrande, I'm not asking you</p> <p>14 to guess. Just want to know as you sit here today.</p> <p>15 Do you remember what you meant by adding those notes?</p> <p>16 A. No.</p> <p>17 Q. Okay. All right. Let's turn to the next</p> <p>18 page, 1213. I want to go to the entry 2/20/2013 that</p> <p>19 says: "Spoke to employee." Do you see that?</p> <p>20 A. Yes.</p> <p>21 Q. On the second line of that towards the</p> <p>22 right it says: Employee main reason to call - he</p> <p>23 received FMLA denial letter and was looking it over;</p> <p>24 wanted to understand why he was denied. "CM," which</p>	<p>1 is case manager, correct?</p> <p>2 A. Yes.</p> <p>3 Q. And you're the case manager, right?</p> <p>4 A. Yes.</p> <p>5 Q. Case manager explained the need to have</p> <p>6 worked one year as well as have 1250 hours in rolling</p> <p>7 calendar year from day he went off.</p> <p>8 A. Yes.</p> <p>9 Q. All right. Do you remember the</p> <p>10 conversation you had with Mr. Casagrande on February</p> <p>11 20 where he was inquiring about his FMLA denial?</p> <p>12 A. Yes.</p> <p>13 Q. Tell me what you remember about that</p> <p>14 conversation.</p> <p>15 A. I mean, you know, simply he was asking</p> <p>16 questions about it, and I explained what I believed</p> <p>17 at the time to be the law.</p> <p>18 Q. And so you're talking about the two</p> <p>19 criteria?</p> <p>20 A. The two criteria from the day he went off</p> <p>21 work from the leave, from the day he went -- Like,</p> <p>22 when he was -- went off on his leave of absence, he</p> <p>23 had not worked there a year.</p> <p>24 Q. And you indicated your understanding at</p>
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<p>1 that time. What did you mean by that?</p> <p>2 A. Where?</p> <p>3 Q. You just testified that you were taking</p> <p>4 notes about your understanding at that time.</p> <p>5 A. Yes, because -- Well, since, you know, Joe</p> <p>6 actually brought to our attention that the law -- and</p> <p>7 I had to bring it to my manager, and it went up to</p> <p>8 our legal because at the time our office was, you</p> <p>9 know, reviewing based on had they been here a year</p> <p>10 when they went off, had they worked a certain number</p> <p>11 of hours; and those four ladies who get all the</p> <p>12 paperwork, you know, was reviewing based on this.</p> <p>13 So --</p> <p>14 Q. So do you have a different understanding</p> <p>15 today than you had then?</p> <p>16 A. Yes, sir.</p> <p>17 Q. Okay. What is the difference?</p> <p>18 A. Well, I mean, it's just very rare that</p> <p>19 someone has worked 1250 hours in a year and -- but,</p> <p>20 you know, in retrospect there's a lot of overtime at</p> <p>21 OhioHealth. So Joe had those hours, so now we have</p> <p>22 to be cognizant of the fact that when someone goes</p> <p>23 off and they are denied because of that criteria</p> <p>24 only, that we need to, you know, track when their</p>	<p>1 year hits because I guess my understanding right now</p> <p>2 is that because he was still employed with OhioHealth</p> <p>3 even though he was on a leave of absence, he would</p> <p>4 have been eligible at that time that he hit his one</p> <p>5 year mark.</p> <p>6 Q. So at the time he went off, the only</p> <p>7 eligibility criteria he wasn't meeting was the one</p> <p>8 year, correct?</p> <p>9 A. Yes. And that -- Yeah.</p> <p>10 Q. And at a certain point --</p> <p>11 A. And we didn't have the medical at that</p> <p>12 point either. But they denied it based on the year.</p> <p>13 That's why the letter went out.</p> <p>14 Q. Okay. So you're talking about the initial</p> <p>15 letter?</p> <p>16 A. Yes.</p> <p>17 Q. And then at some point you got medical</p> <p>18 information from his doctor, right?</p> <p>19 A. Yes.</p> <p>20 Q. And at some point he hit one year while he</p> <p>21 was still an employee, correct?</p> <p>22 A. Yes.</p> <p>23 Q. And your understanding today is that he</p> <p>24 would then become protected after he hit the one year</p>

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1 and meet all the other -- and met all the other
 2 criteria?
 3 A. Correct.
 4 Q. So you then sent an e-mail -- or you said
 5 you then forwarded this or contacted your supervisor?
 6 A. Yes.
 7 Q. Who is your supervisor?
 8 A. Chris Moranda.
 9 Q. Did you call her, or did you e-mail her?
 10 A. Well, she works down the hall, so he could
 11 have e-mailed her and --
 12 Q. Stopped in her office maybe?
 13 A. Yeah. Which I -- She might not have been
 14 available right away, so I might have put it in an
 15 e-mail first.
 16 Q. Okay. Do you think all those
 17 conversations and e-mails related to the FMLA would
 18 have been contained -- or would be contained in
 19 Exhibit 1?
 20 A. I'm sorry?
 21 Q. Exhibit 1, the document that you have in
 22 front of you.
 23 A. Yes.
 24 Q. And so February 20 was the first time that

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1 had -- If something was wrong, you know, we would
 2 correct it. So I mean, I thought it happened pretty
 3 fast. I don't remember the actual time period in
 4 between. But I mean --
 5 Q. You think less than a week or more than a
 6 week?
 7 A. Yeah. It was about -- about that time.
 8 Like, it was pretty quick. I mean, I think he was
 9 back at work by March. It was as soon as that was
 10 cleared. I mean, legal had to look at it, so it took
 11 a little time, and it came back. I mean, we were on
 12 it though.
 13 ---
 14 And, thereupon, OhioHealth Exhibit No. 7
 15 was marked for purposes of identification.
 16 ---
 17 BY MR. MANSELL:
 18 Q. You can flip over these just so you don't
 19 get confused. I'm handing you what's been marked as
 20 OhioHealth Exhibit 7. Do you recognize this
 21 document?
 22 A. Yes.
 23 Q. And the first e-mail chronologically
 24 is -- starts at the bottom of the page, and it's an

1 Mr. Casagrande brought up that his interpretation of
 2 the -- the FMLA regulations appeared different than
 3 OhioHealth's, right?
 4 A. Well, I don't -- I think at that point he
 5 was asking me what I thought. I don't think he -- I
 6 think he came back a little later. Like, he started
 7 asking questions, so then I think -- Then when he was
 8 going through the law and sending the excerpts from
 9 the law, so we had some e-mail.
 10 Q. Okay. And those -- He wrote you an e-mail
 11 on February 21, 2013, correct?
 12 A. Yes.
 13 Q. And that's where he put in FMLA
 14 regulations in his e-mail; is that right?
 15 A. That's the next page, right? On 2/20?
 16 Yes. Yeah. The next day, 2/21.
 17 Q. Now, did you ever inform legal or inquire
 18 with legal related to this issue, or did you talk to
 19 other people?
 20 A. My manager.
 21 Q. And did your manager ever tell you when
 22 she first contacted legal about this issue?
 23 A. Well, it was pretty -- We tried to do it
 24 as soon as possible because, you know -- I mean, we

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1 e-mail to Susan Talebi and Amy Sayers from yourself,
 2 correct?
 3 A. Yes.
 4 Q. It's dated March 12, 2013, right?
 5 A. Yes.
 6 Q. Do you remember contacting Mr. Casagrande
 7 on March 12, 2013?
 8 A. Yes.
 9 Q. And the e-mail I assume provides notes to
 10 Susan and -- or Susie and Amy about your conversation
 11 with Joe.
 12 A. Yes.
 13 Q. And is this when you first offered
 14 Mr. Casagrande a position back with OhioHealth?
 15 A. Yes.
 16 Q. Is this the first time you informed Amy
 17 Sayers that Mr. Casagrande would potentially be
 18 coming back to her unit?
 19 A. Honestly, I don't recall. I mean, this is
 20 when I documented it, that I was, you know,
 21 authorized by HR to do this. I mean, we could have
 22 said -- I mean, as soon as -- there could have been
 23 verbals about that because this was the formal, like,
 24 "Okay. Here are the positions." So I mean, I think

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1 what we were going to offer him was the matter of --
 2 the positions based on a matter of, you know, what
 3 the positions were.

4 Q. I understand this was a year ago, and
 5 so --

6 A. Yeah. So --

7 Q. -- if you only remember what's contained
 8 in the e-mails or the documentation, that's okay.
 9 But this is our opportunity to find out if you have
 10 any other knowledge outside what's contained in the
 11 documentation. So that's all I'm trying to figure
 12 out.

13 A. Okay.

14 Q. And so on March 12 -- As you sit here
 15 today, I want to know if you recall any conversations
 16 you had with Amy Sayers before you sent this e-mail
 17 on March 12.

18 A. No. I don't recall.

19 Q. Do you recall any phone conversations with
 20 Amy Sayers after you told her that Mr. Casagrande may
 21 be coming back to her unit?

22 A. No. I mean, just to tell her that he's
 23 coming back to this unit, he wanted that position. I
 24 probably did talk with her after this e-mail.

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1 A. No, because it -- No.

2 Q. And was there a reason?

3 A. Well, we were just returning him back to
 4 his job, so it's not like a new job offer. You know,
 5 it was more of, "What shifts do you want to work" and
 6 "You're going back." I mean, that's the policy. If
 7 someone's FMLA protected and their job -- well, their
 8 job should still be available, so they go back to
 9 their job. And once OhioHealth knew that he should
 10 have been FMLA protected, I believe -- you know, that
 11 was what we did. We returned him to his job and gave
 12 him an option of shifts, his old shift or some other
 13 shift on the same unit.

14 Q. Did you personally offer Mr. Casagrande on
 15 behalf of OhioHealth any pay related to his FMLA?

16 A. No.

17 Q. Okay. All right. Now, after
 18 Mr. Casagrande went back to his job and started
 19 working with Amy Sayers, did you have any more
 20 involvement with his employment?

21 A. No.

22 Q. So then you closed his case file, it
 23 appears if you look on the first page of Exhibit 1,
 24 on March 19, 2013?

1 Q. Right. But I -- Do you remember any
 2 specific conversations?

3 A. No, nothing specific. I mean, it was very
 4 brief with the manager.

5 ---

6 And, thereupon OhioHealth Exhibit No. 8
 7 was marked for purposes of identification.

8 ---

9 BY MR. MANSELL:

10 Q. I've handed you what's been marked as
 11 OhioHealth Exhibit 8. It's an e-mail thread between
 12 you and Mr. Casagrande, correct?

13 A. Yes.

14 Q. Do you remember Joe asking you for a
 15 formal letter summarizing the points that you guys
 16 discussed in the phone call related to his job?

17 A. Only what I read here. I wasn't sure if a
 18 formal letter was forthcoming.

19 Q. And you didn't provide any points,
 20 correct?

21 A. No.

22 Q. And that's what your e-mail reflects above
 23 that that says, "Hi, Joe. My pleasure. I will not
 24 be sending a letter or summary points," right?

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1 A. Yes.

2 Q. And is that your last involvement with
 3 Mr. Casagrande's employment at OhioHealth?

4 A. Yes.

5 MR. MANSELL: Give me a second. I might
 6 be done.

7 (Recess taken.)

8 MR. MANSELL: I don't have anything
 9 further.

10 (Signature not waived.)

11 ---

12 And, thereupon, the deposition was
 13 concluded at approximately 11:44 a.m.

14 ---

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1 State of Ohio :
2 County of Franklin:
3 I, ROSE CACCIOPA, do hereby certify that I
4 have read the foregoing transcript of my deposition
5 given on March 12, 2014; that together with the
6 correction page attached hereto noting changes in
7 form or substance, if any, it is true and correct.
8

9
10 ROSE CACCIOPA _____

11 I do hereby certify that the foregoing
12 transcript of the deposition of ROSE CACCIOPA was
13 submitted to the witness for reading and signing;
14 that after she had stated to the undersigned Notary
15 Public that she had read and examined her deposition,
16 she signed the same in my presence on the _____
17 day of _____, _____.
18

19 Notary Public _____

20 My commission expires _____
21 ---
22
23
24

1 CERTIFICATE

2 State of Ohio :

3 SS:

4 County of Franklin:

5 I, Marilyn K. Martin, Notary Public in and
6 for the State of Ohio, duly commissioned and
7 qualified, certify that the within named witness was
8 by me duly sworn to testify to the whole truth in the
9 cause aforesaid; that the testimony was taken down by
10 me in stenotypy in the presence of said witness,
11 afterwards transcribed upon a computer; that the
12 foregoing is a true and correct transcript of the
13 testimony given by said witness taken at the time and
14 place in the foregoing caption specified.

15 I certify that I am not a relative,
16 employee, or attorney of any of the parties hereto,
17 or of any attorney or counsel employed by the
18 parties, or financially interested in the action.

19 IN WITNESS WHEREOF, I have set my hand and
20 affixed my seal of office at Columbus, Ohio, on this
21 _____ day of _____, _____.

22 _____
23 MARILYN K. MARTIN, Notary Public
24 in and for the State of Ohio
and Registered Professional Reporter

My Commission expires October 15, 2016.

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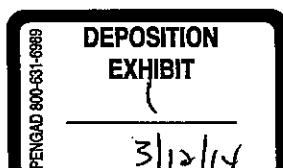
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Current Status Report

5/23/2013

Employee Information		Work Information		
Employee Casagrande, Joseph	SSN 271-56-9153	Company RVHSP	Dept 14040	
DOB 03/19/1956	Phone (614)581-8001	Area RMH001	Occupation StatRN	
Address 1426 Yorktown Road		Work Shift Third	Work Phone	Ext
City, State, Zip Columbus, OH 43232		Work Status Full Time	Clock # 77893	Date Hired 12/05/2011
Disability/Absence Information		Case Status		
Date of Absence 07/19/2012	Date Reported	Degree Non-FMLA	Reason Illness - self	Status open
Nature of Injury Acute illness/injury	Part of Body/Site brain	Coverage FMLA only		Claim Number
Initial Tx	Initial Tx Date	Certification Denied	Certified By	Ext. Date
Date of Injury anxiety d/o: HTN		Comments		
Allowed Conditions				
Type	ICD-9	Description	Location	Site
Return-to-Work Information				
Period Initial Injury	Last Day Worked 07/19/2012	Released RTW 08/07/2012	RTW Status full duty	Status Date 8/7/2012
		lost workdays	07/19/2012 08/07/2012	actual 20
Period Re-Injury #1	Last Day Worked 11/02/2012	Released RTW 03/01/2013	RTW Status full duty	Status Date 3/18/2013
		lost workdays	11/02/2012 03/17/2013	actual 136
Case Notes				
<p>03/21/2013 PAT Change- RTW 3/18/13 mheyder Thank you for submitting PAF changes for Casagrande, Joseph, Emplid 77893. Your transaction has been received by the HRIS department for processing. Most transactions will be processed within the pay period of the effective date. Terminations and pay increases with an effective date in the middle of a pay period will be processed the following pay period.</p> <p>03/19/2013 PC from Delores in Payroll re: overpymt emann Delores from Payroll called today indicating they still have not received check from Joseph for \$527.41 (amount of overpymt). cg</p> <p>03/19/2013 (2nd) Case Closure-CM closed. rncioppp</p>				



Joe Casagrande "EE", DOB: 3/19/56, Staff RN Third Shift mgr. Amy Sayers med/surg telemetry hire date: 12/5/2011 36hrs FMLA denied (as not worked here a year) LTD elected? yes as of 1/1/2012 Did apply for LTD but case was closed as EE released to RTW on 2/27 at full duty by his doctor. originally off work fr 7/20 to ERTW 8/7/2012 dealing with severe anxiety, panic attacks written off by Tim Nuss, CNP, at Canyon Medical Center; CM offered TWS; met with his provider on 8/3 and confirmed RTWFD for 8/7. Then off work fr 11/2-no call no show that weekend of I believe 11/3, 11/4; on 11/5 manager (Amy Sayers) said family found him at home in bed; going through some mental health issues; Mgr gave associate this CM's contact info. and after speaking to Joe he gave me permission to assist in asking his doctor to complete form B medical certification for off work. EE Said Dr. referred him to Talbot Hall for alcohol rehab but EE had a lot of trouble to find if in network or not in network; we called OhioHealth for assistance and Jean LeFebvre, case manager assisted and we worked together as a team; CM also tried to contact Parkside for admittance; in end he went to Shepard's Hill in Newark for detox and then was discharged with recommendation to go for outpt. EE did meet with Neil Kennedy Recovery Clinic for eval in Dublin for IOP after detox but then stated had trouble getting return calls; CM advised him to reconnect with his doctor for further direction and Rick G, at EAP in interim for mental health support; FMLA was denied due to not working 12 or more months prior to going out on FMLA; did meet the 1250hrs work criteria by the time he went off on 11/2; Position was posted in Nov and filled in Dec. Although EE was still written off work, CM arranged meetings for Joe to assist in job search as Joe agreed that he would like to look for work on other floors with less acuity perhaps and was concerned about not having job once release; Referred to WPAS to help him cut through the clutter of applications; He opted not to work with WPAS and stayed connected to Michael Kromb HR. CM also advised he tried to apply for LTD which he had elected as his TDP running out. However in late Feb. Joe researched the statute and brought to our attention that the FMLA regulations read differently than how we were interpreting; CM reported to my manager and she communicated with Joe that we would have our legal dept review; On 3/12/2013; this CM offered Joe his position back at night along with 2 daytime shift options that were open. CM then advised Joe that turning further discussion and finalization of offer and coordination of start date to mgt (amy Sayers) and HR (Susie Talebi). CM understands that Joe was to meet with mgr and start on 3/18/2013. This is pending.

Meanwhile EE has RTW as of 3/18/2013, CM will close out of case management in AHW. -rcacioppo

03/18/2013 DO NOT SPEAK TO EE

cmoranda

If he calls for anything, refer him to his attorney. Do not provide any information. cmoranda

03/14/2013 CIGNA LTD Closure

rcacioppo

-----Forwarded by Rose M Cacioppo/Staff/OhioHealth on 03/14/2013 04:45PM----- To: "RCACIOP2@OhioHealth.com" <RCACIOP2@OhioHealth.com> From: "McNeill, Erin L 250" <Erin.McNeill@Cigna.com> Date: 03/14/2013 02:45PM Cc: "SAGRAVM@OhioHealth.com" <SAGRAVM@OhioHealth.com> Subject: LTD closure Good afternoon, This email is in regards to the Long Term Disability (LTD) claim for Joseph Casagrande. Please be advised that his LTD claim has been closed, and no benefits have been payable. He has been notified under separate cover. If you have any questions, please do not hesitate to contact me. Thanks! Policy Number: Policy Holder: Underwriting Company: Erin M. Claim Manager Long Term Disability Cigna Group Insurance PO BOX 22325 Pittsburgh, PA 15222-0325 1-800-238-2125 x3164 Fax: 855-805-9610 Confidential, unpublished property of Cigna. Do not duplicate or distribute. Use and distribution limited solely to authorized personnel. © Copyright 2013 Cigna.

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RECEIVED

Companies to Work for 2010 " — Forwarded by Christine Moranda/Staff/OhioHealth on 03/14/2013 08:52 AM

— Forwarded by Rose M Cacioppo/Staff/OhioHealth on 03/14/2013 08:41AM — To: Jcassa123@aol.com From: Amy S Sayers/Staff/OhioHealth Date: 03/14/2013 08:36AM Cc: Susan Talebi/Staff/OhioHealth@OhioHealth, Rose M Cacioppo/Staff/OhioHealth@OhioHealth, Lindsey R Castle/Staff/OhioHealth@OhioHealth, Christy H Griskey/Staff/OhioHealth@OhioHealth, Chasidy R Crist/Staff/OhioHealth@OhioHealth Subject: Fw: JumpStart and Joseph Casagrande Joseph, Hi I need to catch up with Susie Talebi and find out if you and her had determined your shift and hours yesterday while I was out of the office; however, I wanted to provide you with the schedule already for next week. Riverside has recently developed and implemented a new program called JumpStart to assist with the orientation process in the hospital. Since you have been away from the bedside for an extended period of time, we want to provide you with a brief orientation time to get back into the flow. Please see all of the information below regarding the JumpStart process. You will be attending JumpStart starting on Tuesday, March 19, 2013 through Friday, March 22, 2013. Then we can still determine your unit schedule for the 2nd week of your refresher orientation. I wanted to provide you with this information already so you can start your preparation as directed below for next week and prepare your schedule for the week. Please read the attachments carefully regarding the schedule and the course you need to complete online before next Tuesday. I also would like to schedule a meeting with you next Monday, March 18, 2013 at 3pm so we can review schedules and expectations. Are you available that day at 3pm? Please let me know. Thanks! Amy Sayers, RN, MSN Nurse Manager 7 Orange Riverside Methodist Hospital 566-4747 (office) 229-8206 (pager)

FORTUNE "100 Best Companies to Work for 2010 " — Forwarded by Amy S Sayers/Staff/OhioHealth on 03/14/2013 08:18 AM — From: Nichole I Oocumma/Staff/OhioHealth To: Amy S Sayers/Staff/OhioHealth@OhioHealth Cc: Lindsey R Castle/Staff/OhioHealth@OhioHealth, Karen Hayes/Staff/OhioHealth@OHIOHEALTH1, Tricia K Edwards/Staff/OhioHealth@OhioHealth, Ashley D Graham/Staff/OhioHealth@OhioHealth Date: 03/13/2013 12:40 AM Subject: Re: JumpStart and Joseph Casagrande Amy, We would be glad to include Joseph in next weeks JumpStart session. It begins on Tuesday, March 19 at 8:30 am. Besides arriving promptly, ready to participate, he should complete the learning styles inventory - directions attached. A discussion of learning styles will occur on Tuesday. As you will see from the agenda, also attached, we will be reviewing basic arrhythmia and participating in an introduction to clinical applications (computer) training on this first day. He should plan on participating the entire day. Wednesday - Thursday include both clinical skill practice and simulation. Please instruct him to bring his General RN Orientation manual for reference during the week. As a JumpStart participant, Joseph will be included in the mid and end-point assessment process. As you know, these assessments allow us to track orientee progress, provide feedback and support the orientee/proceptor relationship. We appreciate the opportunity to participate in Joseph's orientation experience. Please contact me if you have further questions. Otherwise, we will see Joseph next week. Thanks - Nichole I. Oocumma, BSDH, MA, CHES Experiential Learning Outcomes Manager OhioHealth Experiential Learning 3525 Olentangy River Road, Suite 4300 noocumm2@ohiohealth.com <mailto:noocumm2@ohiohealth.com> 614.566.2235 —Amy S Sayers/Staff/OhioHealth wrote: — To: Nichole I Oocumma/Staff/OhioHealth@OhioHealth From: Amy S Sayers/Staff/OhioHealth Date: 03/12/2013 10:59AM Cc: Lindsey R Castle/Staff/OhioHealth@OhioHealth Subject: JumpStart and Joseph Casagrande Hi Nichole, I am requesting to have Joseph Casagrande, RN, in the JumpStart program starting next Tuesday, March 19th. He has been off from the unit since November on a medical leave. We want to provide him with the week of JumpStart and then one additional week of orientation on our unit the week of March 25th. Please verify that Joseph will be in the JumpStart program next week and please provide me with the details of the schedule so I can inform him where to go next Tuesday. Thank you! Amy Sayers, RN, MSN Nurse Manager 7 Orange Riverside Methodist Hospital 566-4747 (office) 229-8206 (pager)

FORTUNE "100 Best Companies to Work for 2010
 "(See attached file: Casagrande Learning Styles Instructions.docx)(See attached file: JumpStart Participant Agenda.Rev.1.docx)(See attached file: Casagrande Learning Styles Instructions.docx)(See attached file: JumpStart Participant Agenda

03/14/2013 email reply fr HRcc: Mike K, Amy S, Chris M

rcacioppo

Thank you. Hope you feel better Susie. Rose M. Cacioppo, MA, CRC RTW/Disability Case Manager
614-566-3747 fax 614-533-0039 OhioHealth Inc. Associate Health and Wellness 3545 Olentangy River Road
Suite 425 Columbus, OH 43214-3908 FORTUNE

"100 Best Companies to Work for 2013" -----Susan Talebi/Staff/OhioHealth wrote: ----- To: Rose M
Cacioppo/Staff/OhioHealth, Amy S Sayers/Staff/OhioHealth From: Susan Talebi/Staff/OhioHealth Date:
03/14/2013 11:46AM Cc: Michael D Kramb/Staff/OhioHealth Subject: RE: Yesterday's telephone conversation
I have not spoken to him. I think Amy's email is sufficient. I will ask Mike to follow up with him as my voice is
limited today. I will chat with Mike prior to him calling Joe. Sent with Good (www.good.com)

03/14/2013 email fr Amy Sayers to Joe

rcacioppo

-----Forwarded by Rose M Cacioppo/Staff/OhioHealth on 03/14/2013 08:40AM ----- To: Jcasal23@aol.com
From: Amy S Sayers/Staff/OhioHealth Date: 03/14/2013 08:36AM Cc: Susan
Talebi/Staff/OhioHealth@OhioHealth, Rose M Cacioppo/Staff/OhioHealth@OhioHealth, Lindsey R
Castle/Staff/OhioHealth@OhioHealth, Christy H Griskey/Staff/OhioHealth@OhioHealth, Chasidy R
Crist/Staff/OhioHealth@OhioHealth Subject: Fw: JumpStart and Joseph Casagrande Joseph, Hi! I need to catch
up with Susie Talebi and find out if you and her had determined your shift and hours yesterday while I was out of
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Thanks! Amy Sayers, RN, MSN Nurse Manager 7 Orange Riverside Methodist Hospital 566-4747 (office)
229-8206 (pager) FORTUNE "100 Best Companies
to Work for 2010" ----- Forwarded by Amy S Sayers/Staff/OhioHealth on 03/14/2013 08:18 AM ----- From:
Nichole I Oocumma/Staff/OhioHealth To: Amy S Sayers/Staff/OhioHealth@OhioHealth Cc: Lindsey R
Castle/Staff/OhioHealth@OhioHealth, Karen Hayes/Staff/OhioHealth@OHIOHEALTH, Tricia K
Edwards/Staff/OhioHealth@OhioHealth, Ashley D Graham/Staff/OhioHealth@OhioHealth Date: 03/13/2013
12:40 AM Subject: Re: JumpStart and Joseph Casagrande Amy, We would be glad to include Joseph in next
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allow us to track orientee progress, provide feedback and support the orientee/preceptor relationship. We
appreciate the opportunity to participate in Joseph's orientation experience. Please contact me if you have further
questions. Otherwise, we will see Joseph next week. Thanks - Nichole I. Oocumma, BSDH, MA, CHES
Experiential Learning Outcomes Manager OhioHealth Experiential Learning 3525 Olentangy River Road, Suite
4300 noocumma2@ohiohealth.com <mailto:noocumma2@ohiohealth.com> 614.566.2235 -----Amy S
Sayers/Staff/OhioHealth wrote: ----- To: Nichole I Oocumma/Staff/OhioHealth@OhioHealth From: Amy S
Sayers/Staff/OhioHealth Date: 03/12/2013 10:59AM Cc: Lindsey R Castle/Staff/OhioHealth@OhioHealth
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MSN Nurse Manager 7 Orange Riverside Methodist Hospital 566-4747 (office) 229-8206 (pager)
FORTUNE "100 Best Companies to Work for 2010
*(See attached file: Casagrande Learning Styles Instructions.docx)(See attached file: JumpStart Participant
Agenda.Rev.1.docx)

03/14/2013 reply to Joe--forwarded to Susie, Amy, Chri

rcacioppo

REDACTED

Hi Joe: My pleasure. I will not be sending a letter or summary points. As I mentioned in our conversation, HR and Management will further discuss with you. Susie Talebi and/or Amy Sayers will be contacting you and then I believe a letter will be issued to clarify the agreement. Appreciate your patience. Thank you. Rose M. Cacioppo, MA, CRC RTW/Disability Case Manager 614-566-3747 fax 614-533-0039 OhioHealth Inc. Associate Health and Wellness 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

FORTUNE "100 Best Companies to Work for 2013"

-----Jcasal23@aol.com wrote: ----- To: RCACIOP2@OhioHealth.com From: Jcasal23@aol.com Date: 03/13/2013 04:10PM Subject: Yesterday's telephone conversation Hi Rose: Thank you for calling me yesterday and informing me about my RN position being re-instated on 7 Orange with Riverside, OhioHealth. I wasn't sure if a formal letter was going to be forthcoming regarding our conversation yesterday, or not. If not, would you kindly summarize the points you made to me in writing? I just would like to make sure that everyone, including me, is on the same page. I believe you had told me that Amy Sayers would be calling me at some point before my return to work next week to discuss the particulars. Thanks again for your attention, concern, and professionalism as my disability case manager over the past few months. It is very much appreciated. Regards, Joseph Casagrande BSN, RN

03/12/2013 spoke to Marsha, DCA

rcacioppo

Marsha reviewed FMLA usage and updated Ehealth to reflect that EE was FMLA eligible as of 12/5/2013-based on 12 weeks of FMLA, it expired on 2/26/13. EE was released by his doctor on 2/27/2013. CM informed EE today of job offer after Chris rec'd final word from i. He offered Joe a few options in his old dept under Amy Sayers. Per direction from Chris M, my manager, CM turned over further discussion to Amy and Susie to contact Joe to work out details -rcacioppo

03/12/2013 email to HR & mgr

rcacioppo

Susie and Amy: I reached Joe this morning and let him know the following: That we (OhioHealth) would like to offer him a position. That we understand that he has the right to return to his position which was a 24hr night shift (Friday-Saturday schedule) under FMLA regulations. However we have 2 open positions on days and could offer him 24hr day shift position or a 36hr day time position. These are positions on 7Orange under Amy Sayers. He said he would need to think about it. Asked if he accepted 24hr daytime would he be able to work weekends as well(Sat-Sunday)? I told him I would leave a message for Amy to advise further on this. I did tell him that this would be like returning to work as usual so that his TB, BLS must be up to date and that his performance discipline would still be in effect if he's at written etc. He understood. At this point I am turning over this negotiation to you and Amy. I advised him that you and Amy will contact him directly to answer his questions and complete the agreement. If you need to talk to Chris or I, feel free to call us this afternoon. I have spoken to Amy and I'm sure you will both want to discuss together before contacting him. As a reminder in your upcoming negotiation with Joe: Ultimately if he decides he doesn't want the daytime schedules, I

I did tell him that we wondered if he might be interested in day--I told him I thought that it might be helpful for him as a new nurse to be on similar schedule as his nurse manager, as well as perhaps better for his sleep needs if any but that was just side benefits, I told him. I told him the actual reason we would like to offer the daytime is because they are currently posted and open, however we understand he has right to return to that night position (24hrs) per the FMLA protection. And if he would like to return to nights, I would have to ask his manager and HR work on that. *If he does accept the daytime position, please advise us (Chris Moranda or I) as our

Regards, Rose M. Cacioppo, MA,

CRC RTW/Disability Case Manager 614-566-3747 fax 614-533-0039 OhioHealth Inc. Associate Health and Wellness 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

FORTUNE "100 Best Companies to Work for 2013"

03/12/2013 581-8001 tel to EE

rcacioppo

CM and Chris Moranda left vm for Joe asking him to return call (left Rose's number x3747); (we can advise him of job offer). -rcacioppo

03/11/2013 email to mgr and CM on RTW

cmoranda

From: Christine Moranda/Staff/OhioHealth To: Amy S Sayers/Staff/OhioHealth@OhioHealth, Rose M Cacioppo/Staff/OhioHealth@OhioHealth Date: 03/11/2013 04:27 PM Subject: Casagrande (z) Amy/Rose - just want to make sure we are all clear on the return for Joe, before I inform everyone.

Per Amy OK to RTW 3/18/13 PAF - 24 hour position (what he had when he went out) - Amy is this OK or do you want to offer 36 or either? He is entitled to 24. Rose and I will call him to tell him tomorrow of the date of return and have him contact Amy for the schedule. As it is a different shift, and if he accepts,

If he only wants nights, we would have to accommodate. Our hope is that he will be OK with days. We will let you know following the call. Let me know if you have any other questions. Thanks Amy for your patience as we work through this. Chris Moranda, CDMS, CCM, Manager, Disability Services

03/08/2013 spoke to EE

rcacioppo

03/01/2013 2nd email fr Joe to Chris re: specific FMLA 2/28

rncacioppo

-----Forwarded by Rose M Cacioppo/Staff/OhioHealth on 03/01/2013 02:18PM ----- To: CMORANDA@ohiohealth.com From: Jcasa123@aol.com Date: 02/28/2013 10:40PM Cc: nmiller@ohiohealth.com, rncacioppo2@ohiohealth.com Subject: Specific FMLA Regulations applicable to my situation Hi Chris: I am attaching the following link to specific sections of Federal regulation Part 825 with regard to the items in question regarding my specific eligibility and also the question of FMLA leave vs. Non-FMLA leave as far as becoming FMLA eligible during a Non-FMLA leave period. Thanks again, Joseph Casagrande BSN, RN Electronic Code of Federal Regulations e-CFR Data is current as of February 26, 2013 Title 29; Labor PART 825--THE FAMILY AND MEDICAL LEAVE ACT OF 1993 <http://www.ecfr.gov/cgi-bin/text-idx?c=ecfr&SID=f78273505d4af2af2ace4ce8c3b96878&rgn=div5&view=text&n ode=29:3.1.1.3.54&idno=29:3.1.1.3.54.1.489.10> <<http://www.ecfr.gov/cgi-bin/text-idx?c=ecfr&SID=f78273505d4af2af2ace4ce8c3b96878&rgn=div5&view=text&n ode=29:3.1.1.3.54&idno=29:3.1.1.3.54.1.489.10>> The following is the specific regulation number citation regarding being on non-FMLA leave (ST Disability) and then becoming qualified under FMLA during the non-FMLA leave period... Part 825.110 (3)(d). See my bold-type and underlining enhancements. § 825.110 Eligible employee. (3)(d) The determination of whether an employee has worked for the employer for at least 1,250 hours in the past 12 months and has been employed by the employer for a total of at least 12 months must be made as of the date the FMLA leave is to start. An employee may be on "non-FMLA leave" at the time he or she meets the eligibility requirements, and in that event, any portion of the leave taken for an FMLA-qualifying reason after the employee meets the eligibility requirement would be "FMLA leave." (See § 825.300(b) for rules governing the content of the eligibility notice given to employees.) Next regarding the notice I received from OhioHealth dated November 5, 2012, and the second notice I received on December 11, 2012 from Amy Sayers; both notices indicated I did not meet either the 12 month criterion or the 1,250 hours worked criterion. In fact I did meet the 1,250 hours criterion as of the November 5, 2012 notice. As of the December 11, 2012 notice I met both the 12 employment criterion and the 1,250 hours worked criterion and therefore should have been notified as to my job being FMLA protected as of December 5, 2012. In addition, these two notices were deficient as per the requirements of Regulation Part 825.300 (b)(2) in that they did not include the number of months I actually had been employed, nor did the notices include the number of hours I worked during the rolling period. Here is the regulation with my bold-type and underlining enhancements: § 825.300 Employer notice requirements. (b) Eligibility notice (2) The eligibility notice must state whether the employee is eligible for FMLA leave as defined in § 825.110(a). If the employee is not eligible for FMLA leave, the notice must state at least one reason why the employee is not eligible, including as applicable the number of months the employee has been employed by the employer, the number of hours of service worked for the employer during the 12-month period, and whether the employee is employed at a worksite where 50 or more employees are employed by the employer within 75 miles of that worksite. Notification of eligibility may be oral or in writing; employers may use Appendix D of this part 825 to provide such notification to employees. The employer is obligated to translate this notice in any situation in which it is obligated to do so in § 825.300(a)(4).

03/01/2013 email fr Joe to Chris 2/28 post PC

rncacioppo

Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax
614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

FORTUNE "100 Best Companies to Work for 2010"

— Forwarded by Rose M Cacioppo/Staff/OhioHealth on 03/01/2013 02:18PM — To:
rcaciop2@ohiohealth.com From: Jcasa123@aol.com Date: 02/28/2013 07:42PM Subject: Fwd: FMLA question
— Message from Jcasa123@aol.com on Thu, 28 Feb 2013 19:08:24 -0500 (EST) — To:

CMORANDA@ohiohealth.com cc: rcaciop2@ohiohealth.com, nmiller@ohiohealth.com Subject: Fwd:
FMLA question <<http://www.dol.gov/>> Hi Chris: I appreciate you talking to me today about the FML Act. I
did find the following in the DOL Regulations at the following Dept of Labor link:

<<http://webapps.dol.gov/elaws/whd/fmla/6i.aspx>> Below is a copy/paste of a portion of the above specifically
which discusses in more detail the 12-month criterion...the third bullet point talks specifically about which weeks
count toward the 12 months, and it includes time such as sick, vacation and "any week for which benefits or
compensation are provided by the employer to the employee (e.g., workers' compensation, group health plan
<http://webapps.dol.gov/elaws/whd/fmla/3.aspx?Glossary_Word=HEALTHPLAN> benefits, etc.)" As I mentioned
to you during our conversation, I was told by Rose C. before applying for ST Disability (sick leave) in November
that I did not qualify for FMLA protection at that November time period, and therefore I applied for ST Disability
(sick) leave, which I did qualify for (I did not apply for FMLA leave in November 2012). My ST Disability
application, as per my reading of the regulations, did not preclude me from qualifying for FMLA job protection as
of my 12 month anniversary date of December 5, 2012, as I was still technically employed by OhioHealth as of that
date, and also was receiving at least two employer provided benefits (ST Disability and Health Insurance). I had
also met the 1,250 hour worked criterion, (my records show as of the date my ST Disability period began in
November 2012 I had met the 1,250 hour worked criterion). And as I mentioned to you also, I received a letter
from Amy Sayers dated December 11, 2012 (6 days after my 12 month anniversary date) stating (incorrectly in my
opinion) that I did not meet the two criterion for FMLA leave protection as of December 11, 2012 and that my
position had been replaced effective December 11, 2012. Amy's letter also replaced the word "employed" (as
written in the FMLA law and the OhioHealth Policy) with the word "working" with regard to the 12 month
criterion. To me, it is not a requirement under the FMLA law or OhioHealth policy that I physically be "working"
to qualify for FML job protection at the time of my 12 month anniversary. The "working" requirement comes under
the 1,250 hours worked criterion, not the "employed 12 month criterion". They are separate but both must be met,
and my opinion is that I met both the employed and hours worked criterion on December 5, 2012 and should have
been provided all the required protections as provided under the FMLA of 1993 as amended as of my anniversary
date of December 5, 2012, in fact what I received was a letter dated December 12, 2012 from OhioHealth stating
that I still did not qualify for FMLA protection which I believe was in error, as stated above. In addition, the
Regulations state that if an employee does not qualify for FML protection due to not meeting one or more of the
criterion (as was the case when I applied for ST Disability in November 2012 as per above), this does not preclude
the employee from becoming qualified at a future date. This citation is from the following FMLA regulations at
www.wagehour.dol.gov <<http://www.wagehour.dol.gov/>> under the employee guide section...it states: "You may
request leave again in the future. Employee eligibility can change." Please advise Thanks, Joseph Casagrande
BSN, RN DOL Home <<http://www.dol.gov/>> > elaws Advisors <<http://www.dol.gov/elaws/>>

> Family and Medical Leave Act Advisor <<http://www.dol.gov/elaws/fmla.htm>> - Family and Medical
Leave Act Advisor Employee Eligibility Employees are eligible for FMLA protections only if they
work for a covered employer, have worked for their employer for at least 12 months, have at least 1,250 hours of
service during the 12 months preceding the start of leave, and work at a site where the employer employs at least 50
employees at the site or within 75 miles of the site. Details for each eligibility criterion follow. 12-Months The
determination of whether an employee has been employed for 12 months or more must be made as of the date the
FMLA leave is to start. The 12 months do not have to be consecutive. If an employee is maintained on the payroll
for any part of a week, the week counts as a week of employment. This includes any periods of paid or unpaid leave
(e.g., sick, vacation) during which other benefits or compensation are provided by the employer (e.g., workers'
compensation, group health plan

<http://webapps.dol.gov/elaws/whd/fmla/3.aspx?Glossary_Word=HEALTHPLAN> benefits, etc.) 52 weeks is
deemed to be equal to 12 months for purposes of determining whether intermittent/occasional/casual employment
qualifies as "at least 12 months." — Message from Jcasa123@aol.com on Thu, 21 Feb 2013 00:23:43
-0500 (EST) — To: RCACIOP2@OhioHealth.com Subject: FMLA question Hi Rose: I'm writing
this email with regard to the telephone conversation we had Wednesday morning (2/20/2013) concerning the
Family Medical Leave Act and the determination letter to me dated December 11, 2012 from my unit manager Amy
Sayers indicating that I did not qualify for job protection under the provisions of FMLA and OhioHealth policies.
Upon reading the law it appears there are two tests (1. employment period and 2. hours worked) which need to be
met. First is the employment period, which is required to be at least twelve months; and the second is the hours
worked requirement which is determined over a rolling calendar year and requires 1,250 of hours worked within
that rolling calendar year. Upon reading OhioHealth Human Resources Policy #704.210 as revised February 2012
it states as follows: "Associates are eligible for Family Medical Leave if they have been employed by OhioHealth
for at least twelve (12) months and have worked a minimum of 1,250 hours during the previous twelve (12)
months." In addition, the FML Act indicates the following under Title I, Section 101 paragraph 2 "Eligible
employee" IN GENERAL.—The term "eligible employee" means an employee who has been employed (i) for at
least 12 months by the employer with respect to whom leave is requested under section 102; and (ii) for at least

1,250 hours of service with such employer during the previous 12-month period. Based on the above I believe the letter referenced above dated December 11, 2012 indicating that I did not meet the FMLA eligibility requirements was an incorrect determination, and in fact, I had met both the employment and hours worked requirements under both the FMLA Act and OhioHealth policy due to the following reasons: 1: My employment start date was December 5, 2011. Therefore, based on the definition of employment, my 12 months of "employment" had been satisfied as of December 5, 2012. According to your letter to me dated February 1, 2013 indicating that my original termination date would have been February 24, 2013, the end of my temporary disability period (subsequently extended to April 20, 2013 per your email to me on February 15) as of December 5, 2012 I should have still been considered an employee of OhioHealth, as so defined, and therefore I was an employee of OhioHealth for at least 12 months as of my 12 month anniversary date, meeting requirement number 1. 2. As of the effective date of my temporary disability period (my disability pay began on November 9, 2012) although this date is before my 12 month anniversary of December 5, 2012 I had accumulated more than the required 1,250 hours worked in the rolling twelve month period. My total hours worked since December 5, 2011 to the beginning of my temporary disability period and also as of December 5, 2012 (the rolling 12 month period) amounted to 1,345.50 hours which exceeds the minimum required, meeting requirement number 2. Therefore, it is my belief that I fulfilled both the employment and hours requirement for FMLA and I indeed qualified for job protection, and other protections under the provisions of OhioHealth company policy and also under the FMLA. Also, I believe that it was incorrectly determined by OhioHealth that I did not qualify, and therefore received an incorrect notice of determination from OhioHealth which I relied upon at the time. I therefore request that this determination be re-examined and re-determined as my being qualified for FMLA protection as of the date of qualification. Also for my information purposes please inform me specifically how it was determined that I did not qualify for FMLA coverage and protection according to the OhioHealth letter to me dated December 11, 2012 as indicated above. Thank you. Sincerely, Joseph Casagrande BSN, RN 614-581-8001

03/01/2013 email fr Joe on 2/8 re: jobs

rcacioppo

-----Forwarded by Rose M Cacioppo/Staff/OhioHealth on 03/01/2013 02:09PM----- To: rcaciop2@ohiohealth.com From: Jcasal23@aol.com Date: 02/08/2013 12:48AM Subject: Fwd: Internal Applicant - Preadmission Testing Nurse @ RMH (917665) Hi Rose: Here are the internal positions with OhioHealth I applied for so far as per your request: 918501 RN (Columbus Metropolitan Plastic Surgery, Grant campus) - Interview on Monday February 11 918436 RN (RMH Outpatient Surgery) No word yet 917665 RN (Preadmission Testing) See below Thanks -Joe --- Message from MMILLE23@OHIOHEALTH.COM on Fri, 1 Feb 2013 16:18:20 -0500 --- To: jcasal23@aol.com Subject: Internal Applicant - Preadmission Testing Nurse @ RMH (917665) Dear Joseph Casagrande Thank you for your recent transfer request. We appreciate the opportunity to learn about your background and experience. Your application has been reviewed by Human Resources and sent to the hiring manager for consideration. Should the hiring manager wish to discuss the opportunity with you, he/she will contact you directly to schedule a formal interview. Thank you again for your interest in this opportunity. Thank You, Melissa Miller 2/

03/01/2013 email fr Joe to Jean re: jobs 2/8

rcacioppo

FORTUNE "100 Best Companies to Work for 2010" -----Forwarded by Rose M Cacioppo/Staff/OhioHealth on 03/01/2013 02:04PM----- To: rcaciop2@ohiohealth.com From: Jcasal23@aol.com Date: 02/08/2013 12:51AM Subject: Fwd: Internal Applicant - Preadmission Testing Nurse @ RMH (917665) Rose: I sent this (below) in error to you ... should have gone to Jean L. --- Message from Jcasal23@aol.com on Fri, 8 Feb 2013 00:39:24 -0500 (EST) --- To: rcaciop2@ohiohealth.com Subject: Fwd: Internal Applicant - Preadmission Testing Nurse @ RMH (917665) Hi Jean: I have an interview scheduled with the Practice Office Manager for Monday at 11 am for the Grant Plastic Surgery RN position that you suggested I apply for. #918501. I had a telephone interview with the same manager on Thursday afternoon and I thought it went very well. Thanks again for that suggestion. I did meet with Rick (counselor) of EAP a week ago Wednesday and we have a follow up meeting on February 13. I think that meeting went well also. I will keep you updated. Thanks again. Joe --- Message from MMILLE23@OHIOHEALTH.COM on Fri, 1 Feb 2013 16:18:20 -0500 --- To: jcasal23@aol.com Subject: Internal Applicant - Preadmission Testing Nurse @ RMH (917665) Dear Joseph Casagrande Thank you for your recent transfer request. We appreciate the opportunity to learn about your background and experience. Your application has been reviewed by Human Resources and sent to the hiring manager for consideration. Should the hiring manager wish to discuss the opportunity with you, he/she will contact you directly to schedule a formal interview. Thank you again for your interest in this opportunity. Thank You, Melissa Miller

02/27/2013 EE called

rcacioppo

EE called, stated saw his doctor, know his release 3/1/2013, but went ahead and had doctor reconfirm that he is released to RTW. Asking my help to complete his file about what Tim Nuss, NP had submitted. CM emailing him the NOV/Dec mx. rec'd fr Tim Nuss, NP for 11/2 begin date of absence and Dr. D. in Dec. States Michael is assisting with job search. Acknowledged EE's email re: the FMLA and noted Nancy had replied with phone call; Asked if resolved on FMLA--he said no; I said are you going to contact legal (meaning the OH legal dept as Nancy Miller advised)? He said he contacted DOL and DOL agreed that he was still employed as of his year date. CM advised him to call our legal and also gave him my mngs name; Told him that our understanding is that he has to be working; we reviewed his eligibility based on his begin date of leave of absence. -rcacioppo

02/27/2013 Recd mx- RTWFD 2/27/13

mbeyder

02/25/2013 Spoke with Joe

nmiller

Spoke with Joe. Advised Joe that he was not eligible for FMLA on 11/2012 because he had not been employed for one year. Joe feels that he should have been made eligible on 12/6/12, when he meet his one year date. WPAS explained that since he was not eligible on the date he went out, he would then not become eligible on 1 year date. Joe feels that WPAS is not correct and will contact attorney.

02/25/2013 reply to Nancy; (she spoke to EE 2/22)

rcacioppo

Yes, thanks again Nancy. Noted you spoke to Joe on Friday and will casenote. I will review with Chris tomorrow in way of written reply. Thank you all. :) Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908 FORTUNE "100 Best Companies to Work for 2010" ---Nancy Miller/Staff/OhioHealth wrote: --- To: Rose M Cacioppo/Staff/OhioHealth@OhioHealth From: Nancy Miller/Staff/OhioHealth Date: 02/22/2013 10:00AM Cc: Amy S Sayers/Staff/OhioHealth@OhioHealth, Christine Moranda/Staff/OhioHealth@OhioHealth, Michael D Kramb/Staff/OhioHealth@OhioHealth, Susan Talebi/Staff/OhioHealth@OhioHealth Subject: Re: Fw: FMLA question Good morning, If I am reading his e-mail right he has the mistaken belief that he should have become eligible for FMLA on 12/5/12, as that marks his year hire date. The law requires meeting the criteria of having COMPLETED both 1 year of service and 1250 hours, at the time the person begins their leave of absence. He did not meet the minimum eligibility criteria of : 1 year of employment. He was 30 days shy of meeting the mark. He did meet the hours worked criterion of 1250 hours, having worked 1263 hours. Nancy Miller, CRC phone: 566-4246 pager: 229-1677 fax: 566-6772

02/22/2013 PC to EE to review FMLA eligibility

nmiller

Left vm

02/21/2013 email fr Joe frwd to mgr/HR/my boss

rcacioppo

-Thank you Amy. :) Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness
614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908
FORTUNE "100 Best Companies to Work for 2010"

-----Amy S Sayers/Staff/OhioHealth wrote:----- To: Rose M Cacioppo/Staff/OhioHealth@OhioHealth From:
Amy S Sayers/Staff/OhioHealth Date: 02/21/2013 06:06PM Cc: Christine
Moranda/Staff/OhioHealth@OhioHealth, Michael D Krumb/Staff/OhioHealth@OhioHealth, Nancy
Miller/Staff/OhioHealth@OhioHealth, Susan Talebi/Staff/OhioHealth@OhioHealth Subject: Re: Fw: FMLA
question Rose, Here are the letters I sent. This is the letter I was supplied with to use from AH&W. The first
letter (posting) was sent to Joe via Certified Mail on 11/8/12 and was claimed by Joe as I never received it back.
The second letter (position filled) was sent on 12/11/12 via certified mail. It came back to me in January so I sent
him a copy of the letter via regular mail. Thanks! (See attached file: Joseph Casagrande FMLA Denial Position
Posting Letter 11-8-12.doc) (See attached file: Joseph Casagrande FMLA Denial Position Filled Letter
12-11-12.doc) Amy Sayers, RN, MSN Nurse Manager 7 Orange Riverside Methodist Hospital 566-4747 (office)
229-8206 (pager) FORTUNE "100 Best Companies
to Work for 2010"

-----Forwarded by Rose M Cacioppo/Staff/OhioHealth on 02/21/2013 08:09AM----- To:
Amy S Sayers/Staff/OhioHealth@OhioHealth From: Rose M Cacioppo/Staff/OhioHealth Date: 02/21/2013
08:08AM Cc: Susan Talebi/Staff/OhioHealth@OhioHealth, Christine Moranda/Staff/OhioHealth@OhioHealth,
Michael D Krumb/Staff/OhioHealth@OhioHealth, Nancy Miller/Staff/OhioHealth@OhioHealth Subject: Fw:
FMLA question Amy: Can you email me a copy of any correspondence that was sent to Joe? He may be talking
about a letter you sent to actually post his position dated 12/11/2013 but I do not have that on file in our office.
However we have letters denying him as pf 11/5 based on medical taking him off work as of 11/2. Joe called me
yesterday (2/21/2013) inquiring and I told him I'd review the policy and law and provide that information to him.
This morning I received the below email with him providing the information to me. Chris is out of the office until
Tuesday. I will work with her to reply. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate
Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425
Columbus, OH 43214-3908 FORTUNE "100 Best
Companies to Work for 2010"

Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and
Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH
43214-3908 FORTUNE "100 Best Companies to
Work for 2010" -----Forwarded by Rose M Cacioppo/Staff/OhioHealth on 02/21/2013 08:05AM----- To:
RCACIOP2@OhioHealth.com From: Jcasal23@aol.com Date: 02/21/2013 12:23AM Subject: FMLA question
Hi Rose: I'm writing this email with regard to the telephone conversation we had Wednesday morning (2/20/2013)
concerning the Family Medical Leave Act and the determination letter to me dated December 11, 2012 from my
unit manager Amy Sayers indicating that I did not qualify for job protection under the provisions of FMLA and
OhioHealth policies. Upon reading the law it appears there are two tests (1. employment period and 2. hours
worked) which need to be met. First is the employment period, which is required to be at least twelve months; and
the second is the hours worked requirement which is determined over a rolling calendar year and requires 1,250 of
hours worked within that rolling calendar year. Upon reading OhioHealth Human Resources Policy #704.210 as
revised February 2012 it states as follows: "Associates are eligible for Family Medical Leave if they have been
employed by OhioHealth for at least twelve (12) months and have worked a minimum of 1,250 hours during the
previous twelve (12) months." In addition, the FML Act indicates the following under Title I, Section 101
paragraph 2 "Eligible employee" IN GENERAL.-The term "eligible employee" means an employee who has been
employed (i) for at least 12 months by the employer with respect to whom leave is requested under section 102;
and (ii) for at least 1,250 hours of service with such employer during the previous 12-month period. Based on the
above I believe the letter referenced above dated December 11, 2012 indicating that I did not meet the FMLA
eligibility requirements was an incorrect determination, and in fact, I had met both the employment and hours
worked requirements under both the FML Act and OhioHealth policy due to the following reasons: 1: My
employment start date was December 5, 2011. Therefore, based on the definition of employment, my 12 months of
"employment" had been satisfied as of December 5, 2012. According to your letter to me dated February 1, 2013
indicating that my original termination date would have been February 24, 2013, the end of my temporary disability
period (subsequently extended to April 20, 2013 per your email to me on February 15) as of December 5, 2012 I
should have still been considered an employee of OhioHealth, as so defined, and therefore I was an employee of
OhioHealth for at least 12 months as of my 12 month anniversary date, meeting requirement number 1. 2. As of
the effective date of my temporary disability period (my disability pay began on November 9, 2012) although this
date is before my 12 month anniversary of December 5, 2012 I had accumulated more than the required 1,250 hours
worked in the rolling twelve month period. My total hours worked since December 5, 2011 to the beginning of my
temporary disability period and also as of December 5, 2012 (the rolling 12 month period) amounted to 1,345.50
hours which exceeds the minimum required, meeting requirement number 2. Therefore, it is my belief that I
fulfilled both the employment and hours requirement for FMLA and I indeed qualified for job protection, and other
protections under the provisions of OhioHealth company policy and also under the FMLA. Also, I believe that it
was incorrectly determined by OhioHealth that I did not qualify, and therefore received an incorrect notice of
determination from OhioHealth which I relied upon at the time. I therefore request that this determination be
re-examined and re-determined as my being qualified for FMLA protection as of the date of qualification. Also for
my information purposes please inform me specifically how it was determined that I did not qualify for FMLA
coverage and protection according to the OhioHealth letter to me dated December 11, 2012 as indicated above.

Thank you. Sincerely, Joseph Casagrande BSN, RN 614-581-8001

02/20/2013 PC to HR recruiter x5829 nmiller
PC to recruiter, Rebecca Reynolds. She stated that the manager has several applicants. She will check with the manager and will get back with WPAS.

02/20/2013 email to Nancy & Mike Kramb rcacioppo
(Called back Joe and advised it could be another 2 weeks; Joe said he got the impression fr interviewer that he would be hearing from themw ithin 1 week-EE to email Nancy & Mike update on other jobs he applied to, also will inquire about the contingent position that was also being posted in that practice)/rc No problem. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

FORTUNE "100 Best Companies to Work for 2010"
-----Nancy Miller/Staff/OhioHealth wrote: ----- To: Rose M Cacioppo/Staff/OhioHealth@OhioHealth From: Nancy Miller/Staff/OhioHealth Date: 02/20/2013 11:24AM Subject: Re: Joe Casagrande If you could please :) Nancy Miller, CRC phone: 566-4246 pager: 229-1677 fax: 566-6772

FORTUNE "100 Best Companies to Work for 2010"
Thanks Nancy! (Will you let Joe know or do you want me to call him?) Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

FORTUNE "100 Best Companies to Work for 2010" -----Nancy Miller/Staff/OhioHealth wrote: ----- To: Rose M Cacioppo/Staff/OhioHealth@OhioHealth From: Nancy Miller/Staff/OhioHealth Date: 02/20/2013 10:29AM Subject: Re: Joe Casagrande I contacted the a recruiter and she will be checking with the manager to determine the outcome. The manager interviewed several internal transfers and it may take her out to an additional two weeks to make a decision. Nancy Miller, CRC phone: 566-4246 pager: 229-1677 fax: 566-6772

FORTUNE "100 Best Companies to Work for 2010"
To: Rose M Cacioppo/Staff/OhioHealth@OhioHealth From: Michael D Kramb/Staff/OhioHealth Date: 02/20/2013 10:38AM Cc: Nancy Miller/Staff/OhioHealth@OhioHealth Subject: Re: Joe Casagrande Thanks for the update Rose! Michael D. Kramb Associate Relations Coordinator OhioHealth Human Resources 550 Thomas Lane | Columbus, OH 43214 Office (614) 566-4309 | Fax (614) 566-6953 mkramb2@ohiohealth.com I just touched base with Joe. Heads up: Nancy/Mike: He has not heard back from Grant plastic surgery office (he is post-interview)-so I advised him to give you a call Nancy to see if you can find out anything. Mike-He will also send out an email re: other positions he applied to if you can help get his app in front of employment specialist. Thanks! Nancy if you have any feedback on positions he applies for, he will appreciate...he will copy you on this email. Thanks. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

FORTUNE "100 Best Companies to Work for 2010"

02/20/2013 spoke to EE rcacioppo
-a little disappointed; have not heard from the plastic surgery center...; CM advised him to leave vm with Nancy and see if she can get any info. Advised him to keep her in loop of other jobs. -EE main reason to call -he rec'd FMLA denial let and was looking it over; wanted to understand why he was denied; CM explained the need to have worked 1 year as well as have 1250hrs in rolling calendar year from day he went off. EE asked for policy; Cm will send along with FMLA law. -rcacioppo

02/15/2013 email reply to Joe; ext. approved rcacioppo
Thank you Joe. Your request has been approved and we have extended your TERM date through 4/20/2013 (approx. 8 weeks). We have your release for RTW at full duty for 3/1/2013. I do not need anything at time time. I hope this time gives you some breathing room as you conduct your job search. Please continue to use Nancy as a resource. Have a good weekend. Regards, Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

FORTUNE "100 Best Companies to Work for 2010" -----Jcasal23@aol.com wrote: ----- To: rcaciop2@ohiohealth.com From: Jcasal23@aol.com Date: 02/15/2013 03:47PM Subject: Extension Hi Rose: With regard and in response to your certified letter dated February 1, 2013 concerning my current leave of absence, and to verify our telephone conversation of February 14 regarding the same; I would like to request extended leave from OhioHealth as I wish to remain employed by OhioHealth despite the possibility I will not be able to return to work at the conclusion of my leave period. Let me know if there is anything else I need to indicate or provide to you and OhioHealth with regard to this particular issue. Thank you, Joseph Casagrande BSN, RN 614-581-8001

02/15/2013 New term date 4/20/13 task mgr set mheyder

02/15/2013 Sent term ext. ltr per CM mheyder

02/15/2013 IIR, WPAS agree to TERM EXT rcacioppo

Thank you Susie and Nancy. Marshal: I've edited the TERM extension confirmation letter in Prognos; can you please send out? Thank you. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908 FORTUNE "100 Best Companies to Work for 2010" —Forwarded by Rose M Cacioppo/Staff/OhioHealth on 02/15/2013 01:01PM — To: Rose M Cacioppo/Staff/OhioHealth From: Susan Talebi/Staff/OhioHealth Date: 02/15/2013 11:56AM Cc: Christine Moranda/Staff/OhioHealth, Nancy Miller/Staff/OhioHealth, Michael D Kramb/Staff/OhioHealth, Diane M Heyder/Staff/OhioHealth Subject: RE: Review for TERM extension re: Joseph Casagrande (z) #77893 I approve this. Sent with Good (www.good.com) FORTUNE "100 Best Companies to Work for 2010" —Nancy Miller/Staff/OhioHealth wrote: — To: Rose M Cacioppo/Staff/OhioHealth@OhioHealth From: Nancy Miller/Staff/OhioHealth Date: 02/15/2013 12:46PM Cc: Christine Moranda/Staff/OhioHealth@OhioHealth, Diane M Heyder/Staff/OhioHealth@OhioHealth, Michael D Kramb/Staff/OhioHealth@OhioHealth, Susan Talebi/Staff/OhioHealth@OhioHealth Subject: Re: Review for TERM extension re: Joseph Casagrande (z) #77893 I agree with the extension Nancy Miller, CRC phone: 566-4246 pager: 229-1677 fax: 566-6772

FORTUNE "100 Best Companies to Work for 2010"

02/15/2013 Email to HR-review extension of TERM

rcacioppo

Hi Susie; Associate Health would like to consult with you for extension of term date; re: Joseph Casagrande #77893 hire date: 12/5/2011 PAF 24hrs (per week) Manager: Amy Sayers LTD status: Pending Actual TERM date: 2/24/2013 The above named associate has requested: x extension of their leave of absence as a reasonable accommodation until 4/20/2013 seeking a reasonable accommodation upon their RTW (job placement will be necessary as their position is not available as FML exhausted. Review and Recommendations: Associate has been off work continuously since 11/2 released by his doctor to RTWFD as of 3/1/2013; He been talking regularly with Case Manager, Human Resources and is consulting with WPAS as he proceeds with job search; he is awaiting outcome of Mon. 2/11/2013 interview at Grant practice (plastic surgery clinic?)— approve do not approve Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908 FORTUNE "100 Best Companies to Work for 2010"

02/14/2013 spoke to EE

rcacioppo

-thinks interview went well-had phone interview on 2/7 and in person interview on 2/11—with plastic surgeon's office/Grant. will send follow up thank you. -his dr. filled out pw for CIGNA with RTW for CIGNA Mar. 1st; CIGNA sent him let req. additional info. -preference is to stay for OhioHealth; we talked about extension request of TERM since TER Mis 2/24/2013; Dr confirmed okay to release -had meeting with EAP/Rick--went really well; return as needed. asked if should still keep Mike in loop; Nancy said no since he works in special situation; CM advised that if he doesn't hear back on application to call nancy and get her advice. CM would think they could make a call in; CM will update Nancy on what I advised. -rcacioppo

02/12/2013 Certified Mail Receipt rcvd

mbeyder

02/12/2013 Per CM- term to be extended-will let DCA know

mbeyder

Per CM-Rose C- term to be extended-will let DCA know

02/11/2013 spoke to Nancy, WPAS

rcacioppo

Called WPAS to let her know I gave heads up to Joe that we sent TERM let and that I'm anticipating he will ask for extension of term as accommodation thru 3/1 and to assist with job search; CM will consider sending request to committee for additional 8 weeks beyond term date of 2/24/2013 (~4/20/2013). WPAS reminded CM that EE has interview this week and so will see if that pans out for Joe. -rcacioppo

02/08/2013 Spoke with Joe

nmiller

Spoke with Joe. He rcvd a call from Plastics Clinic @ GMC. He had a telephone interview on Thursday and feels that it went well. He stated, to them, that he is seeking a transfer from pm hospital shifts to day Mon-Friday. WPAS asked what role the EE expected WPAS perform. EE again explained job trial, but the EE stated he had no perm restrictions and is not interested in WPAS assistance w/job trial

02/08/2013 spoke to Nancy, spoke to Joe

rcacioppo

Joe & Nancy talked; Nancy will assist informally giving him input on jobs he has questions about before he applies. He will apply normally and give heads up to Michael; He has interview at Grant Plastic Surgery; Met with Dr. D-- has completed the paperwork and faxed in to CIGNA. Will leave the ERTWFD of 3/1/2013. has follow up meeting with Rick on 12/13/2013. intends to call psychiatrist referrals Rick provided via this case manager.,,,, -rcacioppo

02/07/2013 vtn/email fr Joe-CM reply

rcacioppo

Great and just picked up your voicemail. I do hope your meeting goes well with Dr. DiPietra. Let's catch up tomorrow when you call in for Nancy-I will be on the call-she knows. :) Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

FORTUNE "100 Best Companies to Work for 2010"

-----jcasa123 <jcasa123@aol.com> wrote: ----- To: "RCACIOP2@OhioHealth.com" <RCACIOP2@OhioHealth.com> From: jcasa123 <jcasa123@aol.com> Date: 02/07/2013 11:16AM Subject: Re: psychiatrist referrals Thanks Rose (and Rick) after I meet with Dr D. today I will call them. Sent from my iPhone

02/06/2013 email to Joe re: psychiatrist referrals.

rcacioppo

Rick gave me the names of the following of who he hears the most of in terms of taking new patients (and having our insurance): Dr. Shehata (451-8400) at Upper Arlington Behavioral Health on Henderson Road. Dr. Lowe at Providers for Healthy Living (664-3595) in Dublin. Let us know if these options fall through. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

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02/06/2013 email fr Rick/EAP

rcacioppo

Thank you Rick!! Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

FORTUNE "100 Best Companies to Work for 2010"

-----Derrick R Gehlbach/Staff/OhioHealth wrote: ----- To: Rose M Cacioppo/Staff/OhioHealth@OhioHealth From: Derrick R Gehlbach/Staff/OhioHealth Date: 02/06/2013 08:20AM Subject: psychiatrists for client Hi Rose. I appreciate all the work that you are doing for this case. Right now, the name that I hear the most in terms of taking new patients (and having our insurance) is Dr. Shehata (451-8400) at Upper Arlington Behavioral Health on Henderson Road. Also, Dr. Lowe at Providers for Healthy Living (664-3595) in Dublin is another resource that we have been sending people to. Let me know if these options fall through. Thanks! Rick

FORTUNE "100 Best Companies to Work for 2010"

02/06/2013 email reply fr Mike

rcacioppo

Thanks again Mike. BTW, Nancy spoke with him yesterday at length on 2/5 and a second phone call is set for Friday 2/8 at 11am between him and Nancy. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

FORTUNE "100 Best

Companies to Work for 2010" -----Michael D Kramb/Staff/OhioHealth wrote: ----- To: Rose M Cacioppo/Staff/OhioHealth@OhioHealth From: Michael D Kramb/Staff/OhioHealth Date: 02/06/2013 08:23AM Cc: Nancy Miller/Staff/OhioHealth@OhioHealth, Susan Talebi/Staff/OhioHealth@OhioHealth Subject: Re: Joe Casagrande I have emailed the recruiters for the positions Joe has applied to. They informed me that they have forwarded his resume on to the hiring managers. Thanks, MK

Michael D. Kramb Associate Relations Coordinator

OhioHealth Human Resources 550 Thomas Lane | Columbus, OH 43214 Office (614) 566-4309 | Fax (614) 566-6953 mkramb2@ohiohealth.com FORTUNE "100 Best Companies to Work for 2010" Rose M Cacioppo-----02/05/2013 02:10:48 PM-----Nancy: Can you give me an initial appt time for him? Michael: Any updates on jobs he has applied From: Rose M Cacioppo/Staff/OhioHealth To: Nancy Miller/Staff/OhioHealth@OhioHealth, Michael D Kramb/Staff/OhioHealth@OhioHealth Cc: Susan Talebi/Staff/OhioHealth@OhioHealth Date: 02/05/2013 02:10 PM Subject: Joe Casagrande Nancy: Can you give me an initial appt time for him? Michael: Any updates on jobs he has applied for? I talked to Joe today-he's very anxious as his TDP runs out on ~2/12/2013. I am trying to let him know that this process will take time and that he should try to apply for unemployment as well as continue to put in for jobs via the normal application process. He said he has applied for food stamps. I told him that we will get back to him as soon as we can and that we are trying to help a number of people at this time who have been displaced. Thank you. Regards, Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

02/06/2013 EE called

rcacioppo

File called; states doing okay but left that phone call with Nancy Miller not really happy; probably shouldn't have really taken the call bec. not in best environment at time...was at gym; he felt that Nancy did not know him; states 'feels like I'm in catch-22 bec. u can't help me with a workplace accommodation bec. not sure what it is and he hasn't been able to get anything from his doc'. She did ask what he thought he was going to need; he tells me that 1) he thinks he shouldn't take a night shift position; he thinks he should start off at 8s then progress to 12s possibly he would like Nancy's help giving him feedback on jobs he does see bec. the JDs are so general that he's not sure or not if it may be good fit. What bothered him about call was that he felt like he was being strongly talked into doing a job trial; felt insulted by that; as has 2 bachelor's degrees; CM suggested he get more information about what the job trial is but told him he is not obligated to partake. EE points out with some validity, that when we all met with his sister, him, Jean, Mike Krumb and myself, we agreed that HR/Nancy would help him find out what these jobs entail; since then he has difficult time getting that info; CM suggested I join in meeting with Nancy on Friday and try to clear the air. Phone meeting 11am 2/8 set with WPAS. -rcacioppo

02/05/2013 Allison, Dr. DiPietra 552-5108

rcacioppo

spoke to Allison; had note on my desk that looked like she had called but not sure when so I returned call; she wasn't sure if she had called or if Dr. DiPietra had called so she will talk to Dr. D and have him call me; CM asked if he could call tmrw as I will be leaving office shortly. -rcacioppo

02/05/2013 Nancy WPAS spoke to Joe C.

rcacioppo

WPAS spoke for 65min with Joe C; she will case note. Advised EE and asked pointed questions re: his needs-EE had certain parameters which she encouraged him to open; EE to review and they are to talk again on Friday 2/8/2013. WPAS to follow up with mgrs re: certain jobs that Joe put in for. -rcacioppo

02/05/2013 email to Nancy & Michael re: Susie

rcacioppo

Nancy: Can you give me an initial appt time for him? Michael: Any updates on jobs he has applied for? I talked to Joe today-he's very anxious as his TDP runs out on ~2/12/2013. I am trying to let him know that this process will take time and that he should try to apply for unemployment as well as continue to put in for jobs via the normal application process. He said he has applied for food stamps. I told him that we will get back to him as soon as we can and that we are trying to help a number of people at this time who have been displaced. Thank you. Regards, Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

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02/05/2013 emailed Joe let for ODJFS

rcacioppo

put let in Prognos-see prognos form lets. "let for ODJFS" -rcacioppo

02/05/2013 spoke to EE

rcacioppo

EE called as frustrated as not being able to get response fr Allison/Dr. DiPietra. Sent an email last week; and dropped by; Last saw Dr. DiPietra on 1/18/2013. CM suggested he just make a new appointment. EE sounded very anxious-hasn't heard anything fr MD, Susie Talebi, or Nancy Miller-left 2 msgs. Did hear fr Michael; but on phone, stairse Michael seems anxious to get off as has somewhere to go. Advised him that I mailed it. -rcacioppo

02/01/2013 Mailed let for ODJFS to Joe

rcacioppo

February 1, 2013 To Whom It May Concern: Re: Joseph Casagrande DOB: 03/19/1956 Joseph Casagrande began using temporary disability pay, a pay benefit from his employer OhioHealth Corp./Riverside Methodist Hospital, on 7/18/2012. He was paid TDP during his medical leaves of absence. TDP benefit lasts equivalent of up to 17 weeks (411.43 hours) in rolling calendar year. His TDP will be used up/expires on ~2/12/2013. Please let me know if I can provide any other information. Regards, Rose Cacioppo, MA, CRC, CDMS Disability/Return-To-Work Case Manager OHIOHEALTH INC. Associate Health & Wellness Department 3545 Olentangy River Road Columbus, OH 43214 Tel 614-566-3747 Fax 614-533-0039

02/01/2013 FAXed CIGNA LTD employer side info

rcacioppo

DATE: 2/1/2013 SUBJECT: Joe Casagrande incident# TO: CIGNA/ Erin McNeill FAX
#: 1-412-402-3518 FROM: Rose M. Cacioppo, MA, CRC, CDMS Case Manager,
Return-To-Work Programs/Disability Services, Associate Health & Wellness 614-566-3747 tel
NO. OF PAGES INCLUDING COVER: 65 Erin: Please find employer side
information new LTD claim with medical. Let me know if you need more pay information etc. Thank you. RC

02/01/2013 Term PAF task mgr set

mheyder

02/01/2013 Term date 2/24/13 ltr sent

mheyder

Sent to mgr, CM, Margery and Susan Talebi RE: Joseph Casagrande Clock Number: 77893 LTD Status: Unknown Estimated TERM DATE: 02/24/2013 (may change due to interactive process) Associate Health Disability Management will: Send associate end of 6 month Leave of Absence letter - via certified and regular U.S. Mail Copy of end of 6 month Leave of Absence letter attached to this email Following interactive dialogue (receipt of accommodation request)- Submit termination PAF - T09 (Did not return from LOA) If a leave extension is required following interactive process, AHW case manager will inform HRIS; benefits; manager; associate relations rep If associate returns to work before TERM date: AHW (disability case manager / vocational specialist) are to send email to HRIS indicating RTW (return to work) so PAF can be cancelled Copy to manager, benefits and associate relations rep MANAGER Print end of 6 month Leave of Absence letter for associates' file Contact associate relations rep for HR questions Note the associate will remain on your roster until the termination is completed. Contact Associate Health and Wellness disability line at 614-566-4100 or 740-615-4100 if you have any questions Attachment: Associate - Six Month LOA Letter

02/01/2013 TDP end date 2/4/13

mheyder

01/31/2013 PC w/Joe post Rick's call/reviewed TERM

rcacioppo

-advised him of the 2 paths--re: 1) LTD 2) RTW with medical formally requesting 3) RTW but with preference for different position -Rick might have been under impression that I'm waiting and that's not true; he said he has been following up with HR. CM agrees. CM will make sure Michael knows we are okay with proceeding with job search based on low acuity positions. -will be speaking to Dr. DiPietra -advised Joe of TERM date process; told him that since we are anticipating he may not have a position to return to by his release date of 3/1, I've asked our office to advise of estimated TERM date as that date will be our goal to get him employed by; said usu. it's about 60 days after TDP ends date as TDP ends when he's been off approx. 120 days but it may not be exactly as EE had other LOA periods during 2012 which will count towards the 180 days off. If not re-employed by that estimated TERM date, we can look at if appropriate to extend--there is a process to request accommodation of extension which he needs to read when he gets letter fr us; since he's in an active job search, I would be able to put in a request but let's see where he's at towards end of month. EE to @up with Michael and Nancy for assistance with job search. -rcacioppo -called EE back at end of day on 1/31/2013; advised him that his actual TERM is 2/24 so we will send letter but then to call me to discuss for possible extension. -rcacioppo

01/31/2013 left vm for EE at 1:32p

rcacioppo

spoke to EE earlier but got off phone when Rick called so calling EE back to continue our conversation. CM asked DCA to look at TERM date estimate. -rcacioppo

01/31/2013 email to DCA re: TERM date

rcacioppo

Marsha: What would be his TERM date if he was to stay off? Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908
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01/31/2013 spoke to Rick/EAP

rcacioppo

Originally seen by Rick in July--due orig. to neck issues and having meds; Rick gave me some history; proceeded to miss 4/5 sessions out of 3 mos; aware that he had substance issues; as of yesterday Joe filled him in on the fact that he had a substance abuse issue. EE said he's been doing okay; will see him on 2/13/2013; and continue to see him; advised EE to be super aggressive--apply to jobs; follow up w/Nancy; also told him to apply outside the system as well; advised him to even network with his former mgr (Amy Sayeres); Doesn't feel comfortable ethically to fill out pw for LTD and will defer to PCP-Dr. DiPietra; CM said that this is good and asked for Rick's help in continuing to see EE for support and to help him connect with more regular provider when appropriate as mentioned EE's issues getting into see someone. -rcacioppo

01/31/2013 PC fr Joe C.

rcacioppo

-got my message--will make sure Allison gets my fax with questionnaire; -left vm for Nancy M. on 1/30/2013 afternoon -applied for 3 positions on line--not the ones he gave to Michael--he will advise Michael

01/31/2013 PC fr Joe C. 1/30/12

rcacioppo

Joe called again in afternoon 1/30 to advise Dr. D's fax no. 552-5122 attn: Allison if I fax-he said he also will stop by their office. CM already faxed an 8pg fax of the behavioural health questionnaire to that no to Dr. D's attn. Left Joe a msg on 1/31/2013 8:32am--that I faxed above; that Nancy M. has his resume and he should call her and let her know his availability to meet; and to follow up with Michael as Michael is going to touch base with the recruiters on positions he was interested in. -rcacioppo

01/31/2013 Ret PC to Rick/EAP

rcacioppo

Rick G. EAP counselor left vm that Joe saw him on 1/30/13 and is telling him that he feels things have 'stalled'. CM just spoke to EE that morning and advised him to call Nancy Miller to get on her calendar; will also report that Michael is talking to recruiters re: positions he applied for. -rcacioppo

01/30/2013 reply fr Michael

rcacioppo

Thank you Michael--if you can email Nancy a list of the positions (just the job title and ref# if avail) he showed interest in (I'm not sure I recorded them), that would be great. Nancy may be able to add input re: what she thinks of those positions in relation to acuity etc and then in relation to any other concerns that Joe expresses when he meets with her. He is following up with his doc and seeing EAP today for follow up care. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

---Forwarded by Rose M Cacioppo/Staff/OhioHealth
on 01/30/2013 10:24AM --- To: Rose M Cacioppo/Staff/OhioHealth@OhioHealth From: Michael D Kramb/Staff/OhioHealth Date: 01/30/2013 10:19AM Cc: Nancy Miller/Staff/OhioHealth@OhioHealth Subject: Re: Joe Casagrande Rose, Thank you for the update. I will look at the positions he applied for today and speak with the recruiters for those positions. Thanks, MK

Michael D. Kramb Associate Relations Coordinator OhioHealth Human Resources 550 Thomas Lane | Columbus, OH 43214 Office (614) 566-4309 | Fax (614) 566-6953 mkramb2@ohiohealth.com

01/30/2013 email to Nancy cc: Michael Kramb

rcacioppo

Nancy: Joe has been released as of 2/1/2013 to RTW but his position in Amy's area has been posted and associate agrees he needs to apply for nursing jobs with less acuity; he's okay to return to bedside and Amy told him and HR that she would support reference in positions in nursing with less acuity; Joe is excellent with patients, we understand. He is an experienced worker but relatively new to nursing profession. His resume is filed in Prognos. I've told him to call you as he has passed some ref# to Michael in HR but has not yet applied as eager to find out more about each position and if appropriate fit. We thought it would be helpful if you got involved. Michael: I did tell him to go ahead and apply for up to 3 positions he thought would be a good fit to get ball rolling again. Hope that is okay. Regards, Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908 FORTUNE "100 Best Companies to Work for 2010"

01/30/2013 Re-fax & Mailed to Dr. DiPietra/spoke to EE

rcacioppo

Just realized fax to Dr. DiPietra didn't go through so refaxed and mailed it; informed JOe. Joe told me he sent an email last week and will be following up with him again. EE is set to go to EAP at 11:30am EE feeling really frustrated because was told to hold off in applying--Michael Kramb has the jobs he has applied for; CM told him to go ahead and apply for 3 jobs; EE feels Dr. will support him; also told him to go ahead and call Nancy and set up time to consult re: positions. -rcacioppo

01/25/2013 fax to Dr. DiPietra

rcacioppo

DATE: 1/25/2013 SUBJECT: Joe Casagrande DOB: 3/19/56 TO: Dr. John DiPietra
FAX #: 864-0306 tel: 614-864-6010 FROM: Rose M. Cacioppo, MA, CRC,
CDMS Case Manager, Riverside Hospital - Return-To-Work Programs/Disability Services, Associate Health & Wellness 614-566-3747 tel NO. OF PAGES INCLUDING COVER: 7 Dear Dr.
DiPietra: Joe is reaching the end of his employer-provided benefit of short-term disability pay in February and in order to allow him to continue getting some income if he remains off work, we advised him to put in claim for long-term disability pay (LTD) through CIGNA since he had elected this benefit. His intention is to return to work but he states he is requesting an accommodation of assistance in finding position that would allow him to do nursing but on units with less acuity. He said that you support the fact that he is disabled from his current position of an RN on the Med/Surg Telemetry floor. Joe could be eligible for some pay benefit if he is deemed unable to work in his current position. 1) I understand CIGNA sent you the attached behavioral health questionnaire. Since you are the doctor that is writing him off work due to mental health reasons and a provider of many years in Joe's care, I believe it will assist Joe's claim if CIGNA had some sort of detailed statement/commentary from you regarding Joe's ability to return-to-work and his symptoms. Erin, the claims representative at CIGNA, advised me that you do not need to fill in any of the Axis I-V diagnosis codes specifically but to fill out the form to best of your knowledge of the patient in regards to Return to work and his symptoms. Also in addition to your statements, if you have any prior office visit notes, hospital/discharge records, report from Shepherd Hill this will help substantiate a long-term disability claim. (And our hope is Joe will only need this benefit a short while once he finds a position that is a better fit for his medical needs). I've re-attached the Behavioral Health Questionnaire that should be returned to CIGNA directly at fax 855-805-9610. 2) On the job end, we are trying to assist Joe while he's off work apply for other positions that we think you would release him to in terms of lower acuity positions. If you could provide a note to us, his employer, on your recommendations: to confirm he is unable to return to his current positions but may do RN duties but recommend setting with low-acuity of patient care, etc.--anything else you would recommend to help us identify positions in terms of functional abilities or inabilities---, and an okay to refer to Workplace Accommodation Specialist for assistance with job search. Our fax is 533-0039. If you would like to discuss please feel free to call me. Thank you once again! Sincerely, Rose M. Cacioppo

01/25/2013 spoke to Michael

rcacioppo

Advised Michael that I spoke to Joe and advised him that if he thought that something was a good fit based on lower acuity or lower stressed RN jobs that to advise Joe to put in; Joe is going to talk to his doc but it appears they will recommend jobs with less acuity. CM to refer WPAS. -rcacioppo

01/25/2013 spoke to Joe-re: Beh form fr CIGNA

rcacioppo

—advised Joe that Erin said that Dr. doesn't have to fill out Axis I-IV info; just anything re: a statement re: RTW and symptoms. CM to fax/call DR. D. —Michael—can't move forward before knowing what any limitations are for; I thought what we decided; CM to talk to him as wants Joe to get some apps in due to TDP end; —feels like stuck in a mud pit; going back to my sister's all that time it helped me; didn't feel need IOP; but does want to get started in some counseling; set to see Rick next week; —rcacioppo

01/23/2013 PC to Erin/CIGNA-LTD

rcacioppo

I do not have the Employer sided information. Thanks so much!! Policy Number: Policy Holder: Underwriting Company: Erin M Claim Manager Long Term Disability Cigna Group Insurance PO BOX 22325 Pittsburgh, PA 15222-0325 1-800-238-2125 x3164 Fax: 855-805-9610 Confidential, unpublished property of Cigna. Do not duplicate or distribute. Use and distribution limited solely to authorized personnel. © Copyright 2013 Cigna. From: RCACIOP2@OhioHealth.com [mailto:RCACIOP2@OhioHealth.com] Sent: Wednesday, January 23, 2013 3:04 PM To: McNeill, Erin L 250 Subject: Joe Casagrande incident no 28506773 Erin: Do you have employer side info for Joe? I can't recall receiving it and I know he has applied. I don't think I sent but I just wanted to make sure! Thanks :) Also have a question and left you a vm. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

FORTUNE "100 Best Companies to Work for 2010"

CONFIDENTIALITY NOTICE: If you have received this email in error, please immediately notify the sender by e-mail at the address shown. This email transmission may contain confidential information. This information is intended only for the use of the individual(s) or entity to whom it is intended even if addressed incorrectly. Please delete it from your files if you are not the intended recipient. Thank you for your compliance. Copyright (c) 2013 Cigna Erin: Do you have employer side info for Joe? I can't recall receiving it and I know he has applied. I don't think I sent but I just wanted to make sure! Thanks :) Also have a question and left you a vm. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

01/23/2013 Met with EE

rcacioppo

Joe at Riverside helping friend who is having TKR; saw Dr. DiPeitra and Dr. DiPeitra says he supports his disability however doesn't feel qualified to fill out a mental health status exam to the detail that CIGNA presents. Joe gave me permission to contact Dr. DiPeitra as CM believes some letter indicating Dr's history with patient will be helpful even if he doesn't put Axis I info etc.

01/18/2013 PAF change- off work 11/2/12

unheyder

Thank you for submitting PAF changes for Casagrande, Joseph, Emplid 77893. Your transaction has been received by the HRIS department for processing. Most transactions will be processed within the pay period of the effective date. Terminations and pay increases with an effective date in the middle of a pay period will be processed the following pay period.

01/16/2013 email to Nancy, WPAS, & Susie

rcacioppo

Nancy: Can you attend meeting with Joe Casagrande and myself along with case manager Jean, case manager from OhioHealth Group who is assisting on this Friday at 12:30p—not sure if I actually had you put on calendar or not. Susie: Joe has been on medical LOA and is ready to apply for other positions he may be more suited for then his position that Amy Sayers just filled on his floor. Would you want to meet and greet him on Friday at 12:30p—he will be in my office and he has some general questions re: applications such as how he should answer the question if he has been off work more than such and such # of days? I think he left you a vm this afternoon as well about it. He saw 5 positions that he's interested in applying for. He may or may not have any medical restrictions upon his release to RTW. Currently written off work thru 3/1 but his TDP runs out mid-Feb and he's okay to apply/interview. If he has no restrictions I will advise him to work directly with you. I know the idea was to find a better fit for this relatively newly trained nurse. Regards, Thanks, Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908
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01/16/2013 spoke to Joe C.

rcacioppo

Applied for 5 positions for OhioHealth—internal things—have you missed more than a certain # of days; should he call Susie? He said he left a vm this afternoon; saved the positions, didn't finish applying. —rcacioppo

01/16/2013 email reply to Amy-position filled

rcacioppo

Yes I will notify him. Thanks Amy. You can send regular mail if you wish as well. Rose M. Cacioppo, MA, CRC
Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545
Olentangy River Road Suite 425 Columbus, OH 43214-3908

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— Amy S Sayers/Staff/OhioHealth wrote: — To: Rose M Cacioppo/Staff/OhioHealth@OhioHealth From:
Amy S Sayers/Staff/OhioHealth Date: 01/16/2013 12:14PM Subject: Joseph Casagrande Hi Rose, I can't
remember if you were handling Joseph's case. His certified letter was returned to with the stamp unclaimed about
his job being filled here on 7 Orange. Can you notify him that his position here on 7 Orange has been filled? Thank
you! Amy Sayers, RN, MSN Nurse Manager 7 Orange Riverside Methodist Hospital 566-4747 (office)
229-8206 (pager) FORTUNE "100 Best Companies
to Work for 2010"

01/10/2013 CM to reschedule 1/11 voc appt.

rcacioppo

CM to reschedule 1/11 to 1/18

01/08/2013 email fr Jean/left vm

rcacioppo

left vm to confirm 12:30pm time. Rose M. Cacioppo, MA, CRC Disability Case
Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River
Road Suite 425 Columbus, OH 43214-3908

FORTUNE "100 Best Companies to Work for 2010" — Forwarded by Rose M Cacioppo/Staff/OhioHealth on
01/08/2013 01:33PM — To: "RCACIOP2@OhioHealth.com" <RCACIOP2@OhioHealth.com> From:
"Lefebvre, Jean" <jlefebvre@ohiohealthgroup.com> Date: 01/07/2013 12:22PM Subject: RE: Joe Hi Rose, Just
got off the phone with Joe. He sounds great and wants to start talking about rtw. I did tell him that I thought you
should manage the rtw but that I am willing to join you when the 2 of you would like to meet. I hope that is ok. He
asked me if I could make this Friday or next Friday. I am open this Friday afternoon or all day next week. I could
be available this Wednesday after 115. Let me know if you decide to schedule some time to sit down with him.
Also, have you heard if (another associate/re deleted name) is still planning on surgery this week? I have tried to
contact her with no reply. If she is having surgery, I plan to go and check on her while she is in the hospital.
Thanks, Jean Jean Lefebvre RN, CCP Senior Case Manager OhioHealth Group jlefebvre@ohiohealthgroup.com
Office 614-566-0011 Cell 614-981-3655

01/08/2013 12:30pm appt with Joe/Jean/Joes' sister

rcacioppo

-rcacioppo

01/08/2013 email fr Joe to his family doctor

rcacioppo

Received. I will put in the file. Thanks Joe. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908 FORTUNE "100 Best Companies to Work for 2010" --- Joe <jcasa123@aol.com> wrote: --- To: "rcaciop2@ohiohealth.com" <rcaciop2@ohiohealth.com> From: Joe <jcasa123@aol.com> Date: 01/08/2013 11:45AM Subject: Fwd: To Dr DiPietra, update from patient Joe Casagrande (personal and confidential) Sent from my iPod Begin forwarded message: From: <mailto:jcasa123@aol.com>jcasa123@aol.com <mailto:jcasa123@aol.com> Date: January 4, 2013 11:31:18 AM EST To: <mailto:info@canyonmc.com>info@canyonmc.com <mailto:info@canyonmc.com> Subject: To Dr DiPietra, update from patient Joe Casagrande (personal and confidential) Hi Dr D.: I wanted to update you on things since I completed Detox at Shepard's Hill in Newark on Monday December 17. 1. The next day 12/18 I had an evaluation meeting with Anne Price at Neil Kennedy Recovery Clinic in Dublin for their intensive outpatient rehab program. Thinking that they would get me in quickly I still have yet to have a single meeting after many phone calls on my part. So basically they have dropped the ball. 2. Meantime after getting out of Detox on 12/17 I have been staying at my sister and brother in law's house in Powell. She and I were both concerned about me going back to my house alone that it would be easier for me to be tempted to go back to what I was doing before...In addition, we also thought it would be easier to go to the intensive outpatient sessions (3 per week) from my sister's home base in Powell rather than my place on the east side of Columbus. 3. on the positive side I'm letting you know that I am no longer on any sleep medications at all, neither prescription or over the counter. When I told Anne Price at Neil Kennedy that I had taken Ambien the nite before I met with her on Dec 18 (script from you) she said that I could not be on Ambien and be in that program...after that meeting I contacted your office and asked for Trazadone instead as that was what they gave me at Shepards Hill and its non addictive but you told me to go on over the counter. instead..so I only took the Ambien for two nites Dec 17 and Dec 18 and stopped that..after that I took Unisom (over the counter) for the next two nites but I woke up with shaking on the Unisom, so I just decided to go off everything sleep-med-wise and I've been able to sleep pretty well mainly because my extreme anxiety and stress levels have dropped considerably, which is what was causing my sleeping problem to begin with. So I've not taken anything for sleep since Dec 20. 4. There has been such a delay in Neil Kennedy getting me into a program and they don't have any psychiatrists on staff, counselors only,, (they make psych only as referrals out). I questioned with Rose at OhioHealth if it even makes sense at this point since its been 2.5 weeks since being out of Detox. I suggested to Rose that I just do my counseling through OhioHealth employee assistance program ..last summer I met with Rick from there twice about my extreme anxiety... 5. Also from a financial situation I am on ST Disability thru Feb 12. In 2012 I had met all my Aetna insurance deductibles and co pays and could have done 2 to 3 weeks of intensive rehab for free (100% covered)..now its 2013 and all that goes away... and I was told these counseling meetings will cost \$120 per session out of pocket. I spoke with my OhioHealth disability case manager Rose Cassiopo yesterday and told her I thought this program may not be helpful anyway since its been such a delay in getting me in and they don't have psychs on staff anyway...also its unaffordable for me since I'm only getting disability pay....I mentioned to her that I'd really just like to be referred to a psych directly who is in my network plan thru my Aetna insurance . She suggested that I contact you and possibly go back to the original plan of the psych referral you gave me several months ago.. at the time after me calling that psych you recommended, his office called back and said they were not accepting new patients until January 2013. I don't recall his name and I'm not at my house to find his name on the paper you wrote for me several months ago. So I was wondering if you thought it was still a good idea to see him directly and would you be able to contact his office for me to get me in quickly if possible. just like you did for Shepard's Hill, you called them when my sister Toni and I were in your office last time. 6. Also Rose mentioned that you had me on ST Disability through February... I have long term disability and she suggested I start the paperwork for that to play it safe as it could take several weeks for them (Cigna) to make a decision (its through Cigna Insurance whereas OhioHealth self insures on the short term side) as my ST runs out Feb 12 according to my conversation with Rose yesterday. 7. If need be I can come see you again so you can assess me or consult with me during an office visit. whatever makes you feel more comfortable. Let me know what you think Dr D. Hope all that makes sense.. Thanks again Joe Casagrande 614-581-8001

01/08/2013 spoke to Joe/spoke to Jean L.

rcacioppo

01/03/2013 (614)581-8001 spoke to Joe

rcacioppo

Told him that I spoke to Jean; she mentioned re: assistance with RTW; Called assessment person he met with 2 weeks ago this past Tuesday; Has been keeping Jean informed; finally talked to Ann, the evaluator; need to call 1-800# and they will verify his insurance; on 1/2; hit extension and it went to vm; he left another detailed vm for this afternoon. This morning did get a live person; spoke to a Jerod; send pvt to Ann to get it set up; Did Joe ever inform his family doctor; Ann had him fill out release forms. Encouraged Joe to call his doctor. Not feeling in danger; feels comfortable at his sister's; doesn't have desire to go back to what he was doing during this time period. States Neil Kennedy sessions Even in network it might be \$120 per session per Jerod who he spoke with on phone. CM again suggested he touch base with Dr. DiPietra as EE also talking about whether counseling sessions vs psychiatry would be best route. CM suggested he check out the NK sessions--supposed to be for 9 sessions so EE will but also may check out EAP again. CM gave EE LTD information; EE to do intake as TDP and will come before estimated RTW of 3/1. -rcacioppo -rcacioppo

12/28/2012 PC fr Joe

rcacioppo

Joe called to give me update; he spoke to Jean L. yesterday, after detox had eval at Neil Kennedy but since then hasn't heard back from them; CM left vm back asking Joe to call his doctor to see if they can contact NK for him; asked him to call me back on monday as will be out of office rest of afternoon. -rcacioppo

12/27/2012 left return vm for Joe C. rcacioppo

left vm back for Joe who left me vm on 12/20 at 2:50pm; Joe was calling to touch base/give update. CM left vm stating look forward to hearing from him and hoped things were going a bit better. -rcacioppo

12/18/2012 email fr Jean Lefebvre-follow up rcacioppo

Oh Great, Jean. Glad you were able to connect with Joe. And glad we are connected! Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

FORTUNE "100 Best Companies to Work for 2010"

-----"Lefebvre, Jean" <jlefebvre@ohiohealthgroup.com> wrote: ----- To: "RCACIOP2@OhioHealth.com" <RCACIOP2@OhioHealth.com> From: "Lefebvre, Jean" <jlefebvre@ohiohealthgroup.com> Date: 12/18/2012 12:02PM Subject: RE: Joe I decided to call Joe today to offer support and he did call me back. He sound good with some anxiety and plans to attend appt at 3pm today. Just thought I would let you know and thanks for all of the assistance. Jean

12/17/2012 PC fr Sister, Toni Carroll rcacioppo

PC fr sister, Toni--with Joe--discharged from intox. at Shepherd Hill; PC fr Joe--not as difficult as he thought it be--had him on a phenobarbital, step down--taking that for 3 more weeks and then following up with Neil Kennedy Recovery Center -appt tmw. Dec. 18th. Sister will accompany them. Scared of getting out as they were giving me Trazedone to help him sleep; which in turn turned him to alcohol. Going to pick

12/14/2012 PC to Sister rcacioppo

Spoke to Toni; she got him over to the rehab --AETNA covers the 3-5 days of detox but not the inpatient stay--it would cost \$11000--so they will go to Neil Kennedy afterwards for outpt. The doctor there discouraged said it wouldn't work if they did that and Joe was discouraged and almost left. Toni scolded the doctor but convinced Joe to stick to the plan to do the detox and then they will go to Neil Kennedy. She will be calling him tonight. and I asked if she could let him know I got his msg and am thinking of him. She also reminded him of importance of papertrail for LTD disability etc. if needed. CM gave my cell# in case she needed anything. -rcacioppo

12/13/2012 PC fr Joe's sister rcacioppo

Dr. DiPietra wrote script to help EE with withdrawing fr alcohol (sister insisted he give him something); trying to get him into Shephard's Hill facility in Newark; Sister checking if within network. TExted Joe tonight bec. he took the med and he had a rough night, she made sure there was nothing in the house for him to drink. DR. D. calle dhimself and spoke to the MD at Shephard's Hill. Joe upset bec. Dr. DiPietra talked to me and wanted to know what it was about; CM told her that Dr. P was upset took personal affront as genuinely cares about Joe and my name was noted in the letter so he called me. I explained that Joe had seen Tim Nuss who referred him to Talbot Hall, and said front desk would help connect and front desk said they didn't do that and from there Joe had to do it on his own and had a lot of trouble helping.

12/13/2012 LOA extension ltr sent mheyder

12/13/2012 Reed mx- ERTW 3/1/13 mheyder

12/12/2012 spoke to Dr. DiPietra/Allison rcacioppo

spoke to Dr. DiPietra; he was upset by letter he received from Toni, Joe's sister. He went on in length. Has been JOe's doctor for 20 years. Said they had risk mgt reviewed and he's reaching out bec. myname was mentioned in letter as indicating I was 'surprised that his office wasn't doing more' in way of referral. CM stopped Dr. DiPietra to assure him that Joe did have trouble getting connected to Talbot and Parkside and that we had sent fax to get extended off work and I had left a couple of msgs with Tim Nuss the name that Joe gave me to get off work mx. extended, so yes, surprised that his office didn't insure a connection with tx. was made. I apologized as told him I have the utmost respect for him and his position and work with physicians here. I said in future I will be more careful of what I say to family members and did encourage them to make a new appt with him to discuss the issue. In end, he said he was assured by my intention and we commiserated on our Italian background. Dr. D. prides himself on his empathy has 4 daughters, etc. he says. -rcacioppo

12/11/2012 spoke to EE rcacioppo

-informed EE that mgr is filling position and sending letter; didn't want to blindside him; -Dr.s office doesn't want to prescribe meds that he need--needs med or only resort he said he has is to drink; when started "Indium"-Ambien--to help him sleep when working night shift; when went to Grant in August-the d/c pw said to continue the "Ambien"-followed up to doc and he said not going to give indium; but EE needs the Indium sleep. -his PCP called after recieving letter so has appt on 12/12.--sister encouraging him to go but down. -Dublin called and they need him to be de-toxed. -states listening to classical music helps him--telling me about Wenamaker Flash Mob video on YouTube at the Macy's Philly-- -when mgrs stating that not a good fit, it hit him and he became depressed; EE said he felt like a failure and they said no, no, no but it didn't help him bec. that's where he was at; CM told him similar thing that sometimes things aren't a good fit but it does not mean he's not talented. He should keep trying to find out where would be a good fit. -rcacioppo

12/11/2012 PC fr Sister, Toni Carroll on 12/10 reacioippo
 -EE has phone so use same# -EE has appt with Neil Kennedy Recovery Center on 12/14 -Sister not able to get him into Parkside-very difficult. so they will go to Dublin (NKRC). CM told her I'd give him a call to touch base this week; told her not to worry about the mx. but appreciated her getting it fr recovery center when possible. CM to continue TDP. -reacioippo

12/11/2012 email fr Amy, mgr.-filled position reacioippo
 To: Amy S Sayers/Staff/OhioHealth@OhioHealth From: Susan Talebi/Staff/OhioHealth Date: 12/11/2012 12:20PM Cc: Rose M Cacioppo/Staff/OhioHealth@OhioHealth, Diane M Heyder/Staff/OhioHealth@OhioHealth Subject: Re: Joe Casagrande That is fine, thank you for the update :) st Susan Talebi Associate Relations Consultant Human Resources Phone: 614-566-4829 Fax: 614-566-6953 E mail: stalebi@ohiohealth.com Confidentiality Notice: This email message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, distribution or disclosure is prohibited. If you are not the intended recipient, please contact the sender and destroy all copies of the original message. Thank you Amy. We will refer him to work with Associate Relations for new position when able to RTW. Currently still on LOA probably through end of year. Thanks. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908 FORTUNE "100 Best Companies to Work for 2010" ---Amy S Sayers/Staff/OhioHealth wrote: --- To: Rose M Cacioppo/Staff/OhioHealth@OhioHealth From: Amy S Sayers/Staff/OhioHealth Date: 12/11/2012 11:16AM Cc: Diane M Heyder/Staff/OhioHealth@OhioHealth, Susan Talebi/Staff/OhioHealth@OhioHealth Subject: Re: Joe Casagrande Hi Rose, Diane, and Susie, I received approval for Joe Casagrande's position, so I am completing and sending his letter today that I have filled his position effective today since I have one of my staff members that want his position. Thanks! Amy Sayers, RN, MSN Nurse Manager 7 Orange Riverside Methodist Hospital 566-4747 (office) 229-8206 (pager) FORTUNE "100 Best Companies to Work for 2010"

12/07/2012 PC fr EE reacioippo
 -verbal permission to talk to Toni Carroll given by EE; -EE's sister calling Neil Kennedy which gave them; give an 1800# initial assessment;

12/06/2012 left vm at Canyon Medical Center reacioippo
 Tim Nuss and I playing phone tag; CM left detailed msg with a LuLU letting her know that we need an off work note from Tim to help extend patient's off work and also his sister informed me that his cell no is not working and left Sister's number for Tim to reach out as EE is in crisis and has not yet started treatment. -reacioippo

12/06/2012 pls lecontinue TDP pay reacioippo
 CM and EE following up on mx. -reacioippo

12/06/2012 Toni Carroll sister of EE called 614-893-2906 reacioippo
 returned PC to sister of EE who explained that EE's cell phone stopped working on Sunday so she asked for update on disability. CM told her I've been unsuccessful in reachin gTim Nuss, NP, who I've been playing phone tag with. We hve continued to extend TDP. Sister admitted EE had to miss 11/27 appt with Neil Kennedy Recovery Center bec. he cannot drive; and she was very sick last week; CM gave her number so she can schedule. She will also contact EE's doctor as feels he should be helping out more. She will see EE tmw. as CM asked that he give verbal or email permission for me to talk with her further. Gave her my email address. Thanked her for calling as we had been concerned. -CM left Jean Lefebvre an update-sho is a case manager at for clinical intergration at OhioHealth assisting in case and had also been trying to reach him. -reacioippo

11/28/2012 Tim/Canyon MED. center 864-6010 reacioippo
 Tim/Canyon Medical Center left me return vm on Monday 11/26 in re: to Joe.-left me vm. CM ret. call this morning; still waiting on extended off work medical. -reacioippo

11/27/2012 TDP end date 2/12/13 ltr sent mheyder

TDP End Date RE: Joseph Casagrande Clock Number: 77893 FMLA expiration date: N/A Per Federal guidelines you may post their position following their use of 12 weeks of FML job protection. If Applicable, TDP End date: 2/12/2013 TDP Hours: 224.23 SSP Hours: N/A TAP Hours: .17 Associate Health Disability Management will: Send associate FMLA/TDP end letter (see attached) Pay remaining TDP/SSP/TAP hours Notify manager/associate 6 weeks prior to 180 days on a Leave of Absence IF YOU POST THE POSITION: Contact your Associate Relations Rep - Call your associate to inform them of this expiration and your intent to post the position - Follow-up by sending the attached letter of your intent to post position via certified mail - Send second letter if you fill the position - Use attached letter both times and modify for your circumstances - If associate is released before the position is filled, you must take them back in the same or equivalent position Before making any changes to the PAF (scheduled hours) while your associate is on an L.O.A, please ensure to review changes with your Associate Relations Representative DO NOT TERMINATE ASSOCIATE AT THIS TIME - Your associate must be on a leave of absence for 180 days in a rolling calendar year before termination is considered - You will be notified approximately 6 weeks prior to your associate being out on a leave of absence for 180 days unless the associate has returned to work. Contact Associate Health and Wellness Disability Line at 614-566-4100 or 740-615-4100 if you have any questions. Attachment: FMLAExpiredMgrLtr08.07.08.doc D. Marsh Heyder Disability Claims Analyst Associate Health & Wellness Ph# 614-566-3237 Fax# 614-566-6772 FORTUNE "100 Best Companies to Work for 2010"

11/26/2012 left vm for Joe

rcacioppo

-rcacioppo

11/26/2012 email reply to Jean-picked up her vm

rcacioppo

Jean, Thanks for leaving him message. I picked up your message about noon today as was out of office before then. And it seems Joe did not listen very well to your instruction regarding presenting himself for inpatient evaluation and then letting them determine if inpatient was appropriate. He did end up getting an appointment in Dublin as outpatient at Neil Kennedy Recovery Center. Rick/EAP passed along a message to Joe with this resource. Joe said he now has appt there tomorrow 11/27 at 5pm. He indicated Parkside would have been more convenient geographically however was willing to go to Dublin. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908 FORTUNE "100 Best Companies to Work for 2010" -----"Lefebvre, Jean" <jlefebvre@ohiohealthgroup.com> wrote: ----- To: "RCACIOP2@OhioHealth.com" <RCACIOP2@OhioHealth.com> From: "Lefebvre, Jean" <jlefebvre@ohiohealthgroup.com> Date: 11/26/2012 12:06PM Subject: Parkside Hi Rose, I left a message for Joe to call me back. I did call Parkside again to double check admission policy but I had to leave a message. I was informed and had informed Joe that he would have to register, a 2 hour assessment would be done to see if he required inpatient admit vs could be managed as an outpatient. I am waiting to double check that this is the case. I had provided him with 3-4 names of psychiatrist that are in network for him to call last week so I guess I will await his call back. Jean Lefebvre RN, CCP Senior Case Manager OhioHealth Group jlefebvre@ohiohealthgroup.com Office 614-566-0011 Cell 614-981-3655 ***This message is to be used exclusively by the addressee(s). This message contains information that is privileged, confidential and exempt from disclosure pursuant to ORC 2305.25, 2305.251, 2305.252 and 2305.253. Unauthorized disclosure of this information is strictly prohibited. If you received this transmission in error, please delete the message and any attachments and notify the sender of the error immediately via email reply.*** This message was secured by ZixCorp <http://www.zixcorp.com/>(R).

11/21/2012 send TDP end let pls.

mbeyder

Thanks Amy. Marsha: can you please send TDP end date letter to Joe for planning purposes and let me know of estimated TERM date. Thanks. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908 FORTUNE "100 Best Companies to Work for 2010"

11/21/2012 emails bet. Jean L. & Rose, CMs

rcacioppo

Sounds good. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908 FORTUNE "100 Best Companies to Work for 2010" -----"Lefebvre, Jean" <jlefebvre@ohiohealthgroup.com> wrote: ----- To: "RCACIOP2@OhioHealth.com" <RCACIOP2@OhioHealth.com> From: "Lefebvre, Jean" <jlefebvre@ohiohealthgroup.com> Date: 11/26/2012 02:40PM Subject: RE: Parkside Thanks for the update. I will attempt to touch base with him again on Wednesday if I do not hear from him prior to this. Jean -----Forwarded by Rose M Cacioppo/Staff/OhioHealth on 11/21/2012 03:21PM----- To: Rose M Cacioppo/Staff/OhioHealth@OhioHealth From: Amy S Sayers/Staff/OhioHealth Date: 11/21/2012 02:30PM Subject: Re: Joe Casagrande Thanks, Rose. I have not notified Joe yet of this information as I am awaiting the approval of his posted position, but I have "filled" his position with a new graduate nurse on my unit. As soon as I have approval of the posted position, I will notify him of this news. Thanks! Amy Sayers, RN, MSN Nurse Manager 7 Orange Riverside Methodist Hospital 566-4747 (office) 229-8206 (pager) FORTUNE "100 Best Companies to Work for 2010"

11/21/2012 EE has appt -Neil Kennedy rcacioppo
has appt at Neil Kennedy Recovery Center--Nov. 27th 5pm--1.5 hr assessment; but on other side of town from him in Dublin; EE said Parkside is closest to me; CM still needs to call Paula and Parkside -rcacioppo -spoke to Parkside--they do have an IOP and accept AETNA however typically patients

11/21/2012 left vm for Tim Nuss CNPCanyon Med center rcacioppo
was told Tim is not in office today; will return on 11/26/2012. -rcacioppo

11/21/2012 email to mgr/DCA-extend TDP rcacioppo
---Forwarded by Rose M Cacioppo/Staff/OhioHealth on 11/21/2012 03:21PM --- To: Rose M Cacioppo/Staff/OhioHealth@OhioHealth From: Amy S Sayers/Staff/OhioHealth Date: 11/21/2012 02:30PM Subject: Re: Joe Casagrande Thanks, Rose. I have not notified Joe yet of this information as I am awaiting the approval of his posted position, but I have "filled" his position with a new graduate nurse on my unit. As soon as I have approval of the posted position, I will notify him of this news. Thanks! Amy Sayers, RN, MSN Nurse Manager 7 Orange Riverside Methodist Hospital 566-4747 (office) 229-8206 (pager) Joe is not ready to RTW; we are trying to secure appt with specialist and his referring provider is not very helpful. I know you have posted/filled position. I will be referring Joe to work with our workplace accommodation specialist and HR when ready to RTW. Marsha: a note to payroll: Please extend TDP through end of next pay period ending 12/8/2012--I will follow up for medical with his provider. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth

11/21/2012 spoke to EE rcacioppo
-Rick, EAP's assistant called him-and gave him the number of another possibility. "Neil Kennedy Recovery Center" 6543 Commerce Parkway, Dublin, OH 43017 (614) 210-0416 -CM to follow up with Tim Nuss to get extended off work medical. -CM will see if any other resources would be suggested. -waiting on call back fr Jean LeFebvre -rcacioppo

11/20/2012 EE called rcacioppo
STates he called Parkside and they said don't do eval. CM told him I'd follow up with Jean and get back to him; also advised him to sched. with EAP again. He said Rick booked thru Dec. 4th-so CM advised him to take a sameday/emergency appt -rcacioppo

11/19/2012 spoke to Jean LeFebvre rcacioppo

11/19/2012 Mgr. posting position rcacioppo
EE confirmed receipt of certified letter; Mgr had called them previously. -rcacioppo

11/19/2012 spoke to EE rcacioppo
EE went to GranIER yest. -had anxiety attack at Kroger's yesterday-they are recommending parkside inpatient. Did not get into see Rick; cancelled it; not sure, it's stupid; Jean LeFebvre at OhioHealth Group; 981-3655tel She said she was going to try and help get into see a psychiatrist; left vm Tim, NP at my Canyon medical center; Dr. DiPietro referred him to Dr. Young--called but not accepting patients; Amy his mgr posted and position; -rcacioppo

11/15/2012 Return PC to EE-EAP appt 11/15/2012 rcacioppo
EE left me vm on Wed. 4:10p--Parkside has no outpt. eval. program so he went ahead and made appt with EAP -Rick at 10am. CM ret. call on 4:45pm (Thurs) and left vm back; asked him to call me back in morning; wondering how EAP went and if Rick had suggested resources. -rcacioppo

11/14/2012 PC fr EE rcacioppo
Went to Talbot Hall, they said it would be out of network-charge would be \$660--would be responsible for half of that; They suggested the Woods at Parkside. CM asked if he will call Parkside. He said he would. Did not go to EAP bec. was going to Talbot's. Did not see the need to go to two places. CM suggested he call Parkside but if cannot get in to go ahead and reschedule with EAP. CM will touch base with EE tomorrow. -rcacioppo

11/14/2012 (614)581-8001 rcacioppo
left vm for EE to follow up; Kathy S. gave me update on Tuesday 11/13 events while I was out of office. Had taken call from Joe. -rcacioppo

11/13/2012 gave assoc. Aetna phone # ksipes
1-877-748-5043 Aetna precert. Assoc. was at Talbot and was having difficulty. CM called Ohiohealth Group --and Talbot is out of network, but if pre-cert--ok. Cm notified Joe, and Talbot working on pre-cert. Cm briefly spoke with someone at Talbot to attempt to resolve. She stated has been working on for 4 hours with Aetna. Asking if anything else avail. in network--gave Ohiohealth Group #. -Cm called Joe back-vm if got worked out. KSipes

11/09/2012 spoke to EE rcacioppo

PC to EAP--Dave to call EE back to schedule with Rick Gould; Left vm for Kathy Hill/OhioHealth Group 566-0108 OSU East-Talbot Hall 257-3760-transferred to a call Pam in financial services--asking her to call me or Joe back. Joe will call me in an hour (about 11am) to see if anyone called him back. --rcacioppo --EE called me back--11am --scheduled with Rick/EAP for 4:30pm on Monday. We haven't heard back from Kathy Hill at OhioHealth Group nor Talbot Hall; --CM called Talbot Hall again trying to reach Pam/Financial Services...; stated Pam is not here today at all; but counselor will take care of pre-cert when he is down there. --CM called EE bak and told him that the best thing to do at this point is to go down and meet with the counselor to explore pre-cert etc. He said okay but he thinks for today--he is feeling under the weather--(feels cold coming on) may resched. for Monday; CM said is he sure--maybe best to just go and address--but ultimately he will decide; has EAP set up for Monday; CM to call him if hear back from anyone; EE to call me definitely by Tues to let me know how things are going. --rcacioppo

11/08/2012 EE called; suggested outpt OSU east

rcacioppo

Dr. referring him to Talbot Hall; day before called--they said walk in facility; sister took him to Talbot Hall--and they said you needed appt.--walk in for detox only--he doesn't need that; has appt set up for 11/9/2012; can't seem to find if they are in network or not; called AETNA--not sure if in network or not; went on-line but hard to navigate--'worst system' (CM agreed it was hard); offered to call Kathy in benefits at 566-0108. Kathy Hill CM left vm for Paula K to see if she knew but told him I'm not sure why; --rcacioppo from 5:30p to 7, Joe and I on phone with AETNA and finally Talbot's hall, got no where--very frustrating; CM to report issue to OhioHealth Group and benefits. We decided we would make calls in morning; Talbot Hall needs to precertify. --rcacioppo

11/07/2012 (614)581-8001 PC to EE-

rcacioppo

left vm for EE to let him know we rec'd mx from Dr. Nuss taking him off work thru ERTW 11/23/2012 (day after Thanksgiving); wished EE a good day today and to let me know if he needs anything; told him we have what we need to have him on LOA and get paid TDP. To call me closer to this RTW date with update ie if being extended. --rcacioppo -

11/07/2012 Rec'd mx- ERTW 11/23/12

mheyder

11/05/2012 Fax to Dr. Nuss with form B

rcacioppo

DATE: 11/5/2012 SUBJECT: Joseph Casagrande DOB: 3/19/56 TO: Dr. Tim Nuss
FAX #: 614-552-5122 tel: FROM: Rose M. Cacioppo, MA, CRC, CDMS Case Manager,
Riverside Hospital - Return-To-Work Programs/Disability Services, Associate Health & Wellness 614-566-3747 tel
NO. OF PAGES INCLUDING COVER: 2 Dear Dr. Nuss: I am a case manager in the Associate Health & Wellness office at Joe's workplace. I understand that you will be taking him off work for a medical leave of absence. Joe asked me to fax the following form B leave of absence form to you for completion. Please indicate medical reason for off work, begin date and estimated RTW date (or next appt for re-val.) Please fax back to: 533-0039. If you have any questions please advise. Sincerely, Rose M. Cacioppo, MA, CRC

11/05/2012 reopen case/pay

rcacioppo

--rcacioppo

11/05/2012 Dr. Tim Nuss fax 552-5122

rcacioppo

--rcacioppo

11/05/2012 EE called/Initial assessment

rcacioppo

Advised him that mgr informed me he was going to contact me; told him our office went ahead and sent out his LOA prv and the FMLA letter (denied as he's there less than a year); did advise him that he's elig. for TDP EE said he's doing okay, he saw MD today; CM offered to fax MD the paperwork; MD referred him to go to Talbot Hall--where he can go as walk-in and be seen by psychiatrist, outpt. basis...; CM offered EAP as well; Did meet with EAP in past he said (with Rick); CM asked him what happened; he said on Sunday they found him; he has missed work on Friday/Sat--had taken some sleep meds...kept taking them; just wanted to sleep, not wanting to talk to anybody, wanting to hibernate; his roommate found him, then called his sister and someone had called the medics; they took him to Grant-- he said he hadn't been eating anything either; medic came, was groggy and pale, took blood sugar and really low; CM asked him if anyone was with him today; he said yes, his sister is here--who lives in town. CM asked if anything going on at work or personally that caused him stress. He said they told him he should look for another position as that floor is too difficult; that made him feel bad...and there are other personal things going on, he said; CM said I was sorry to hear that and encouraged him to keep him in touch with me; when feeling better perhaps we can work with him in identifying positions that are better suited. CM confirmed he is an RN so CM added that that can give us more flexibility as there are many different environments for RNs. CM offered to fax his Dr. the LOA form B; and advise dhimi to follow up with his MD and give permission to send back. Dr. Tim Nuss fax 552-5122 --rcacioppo

11/05/2012 FMLA denial notification sent

mheyder

11/05/2012 FMLA denied-less than 1250 hrs

mheyder

11/05/2012 Sent EE LOA packet mheyder

11/05/2012 spoke to mgr-- rcacioppo

EE was no call no show this weekend, mgr. said family found him at home in bed, and he's going through some mental health issues; mgr said I had worked with him in the past; mgr gave EE my number. She spoke to Susie and they agreed he should be put on medical LOA. Per mgr, EE has doctor's appt at 11:45am--mgr advised EE to get things rolling with AHW; mgr. said I should be hearing back from him today CM will go ahead and send LOA packet to Joseph; also mgr requesting form letter, EE aware that mgr will need to post position as EE has been here less than 1 year; -rcacioppo -asked Marsha, DCA to open pay and send out LOA packet -rcacioppo

08/09/2012 email to mgr/DCA; close pay/paf rcacioppo

Thank you for the update! Amy Sayers, RN, MSN Nurse Manager 7 Orange Riverside Methodist Hospital 566-4747 (office) 229-8206 (pager) fyi Marsha: I'm closing out of case; released as of 8/7 to RTW; I believe first scheduled work day is this Friday August 10th; can you make sure PAF change is done from LOA. Thank you. cc: Amy :)--Joe reconfirmed he has no need for transitional work. BTW, He is very appreciative of the conversation he had with you prior to LOA. It took a load off him. Thanks for being great! Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

08/09/2012 CASE CLOSED rcacioppo

EE, DOB: 3/19/56, Staff RN Third Shift mgr. Amy Sayers med/surg telemetry hire date: 12/5/2011 36hrs FMLA denied (as not worked here a year) off work fr 7/20 to ERTW 8/7/2012 dealing with severe anxiety, panic attacks treated by Tim Nuss, CNP Actual LW: 20 days CM spoke to EE while on LOA--dealing with meds adjustment related to HighBP; discussed possibility of short transition but EE met with his provider on 8/3 and confirmed he thought he was okay to RTW FD; released as of 8/7; first scheduled day back will be ~8/10. -rcacioppo

08/09/2012 EE ret PC 8/8; CM ret. PC 8/9 rcacioppo

EE called to confirm all is well; he started back to work full duty; states does not need transition; met with his doc last Friday; emailed his mgr. Asked me to follow up on question re: TB; CM left return vm; CM consulted with Roberta, RN in AHW; EE is compliant re: TB thru end of Nov. 2012; told him he can come up anytime to get TB. Advised him I got his msg and to let me know how his weekend at work goes, but understand he doesn't need transition CM to close out of case here. -rcacioppo

08/07/2012 left vm for mgr. rcacioppo

to discuss if Joe needs transition on weekend. -rcacioppo

08/07/2012 left vm for EE rcacioppo

-rcacioppo

08/02/2012 EE ret. PC to CM rcacioppo

EE returned PC; EE is being released to RTW on 8/7; next scheduled workday is 8/10 Fri, 8/11 Sat. EE said he is planning to let his mgr if she posts some shorter shifts, to try and come back short 4-8hrs.; Already feels so guilty feeling like a slug; my fear is to come back in middle of 12s and has HBP and anxiety; almost 100% sure everything is under control. Time period has been good for him to adjust meds; planning to be back on full sched. for next weekend and he's going into see his doctor to see his opinion (and EAP-3rd one-Rick) So much stress; having pain in back in neck; though it was muscle strain; missed a Sunday at work; the next monday went into doc--anti-inflammatory med; shot BP way up; same week of power outage--had to go to ER--out of BP and took awhile for that medication to get into system; the BP med wasn't doing the job for whole day; would go to work, feel BP going out of control; led to anxiety and snowballed. Now feeling better. EE said Amy was wonderful, once he finally got in to talk to her--she relieved a lot of anxiety. Said he's been doing good; work has been well otherwise prior--he was having good customer scores; relatively new, hired in Dec--so a bit slower than others who have been there longer but doing well; Plan: EE to meet with Rick EAP tmw. and/or his Doctor to discuss if need any TW. CM to touch base with Amy, mgr. if needed TW hours, for weekend of 8/10... could she maneuver.. CM to call him after speaking to Amy. EE wants to know if due for TB or the one he took in Dec when hired as notice went around for annual TB testing. CM said would doublecheck; clock# 77893. EE to call me after speaking to EAP. -rcacioppo

07/31/2012 Initial email to mgr. Amy rcacioppo

Thank you, Rosel Amy Sayers, RN, MSN Nurse Manager 7 Orange Riverside Methodist Hospital 566-4747 (office) 229-8206 (pager) fyi I also left a vm considering his estimated RTW date is 8/7. Thanks. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908 FORTUNE "100 Best Companies to Work for 2010" fyi--I've been assigned case manager to assist Joseph while on LOA from 7/20 to estimated RTW date on file of 8/7. I'm sending an initial contact letter introducing transitional work services if necessary. If you or he have any questions please contact me directly at 566-3747. Rose M. Cacioppo, MA, CRC Disability Case Manager Associate Health and Wellness 614-566-3747 fax 614-566-6772 OhioHealth 3545 Olentangy River Road Suite 425 Columbus, OH 43214-3908

07/31/2012	Mailed initial contact let to EE/PC to EE	rcacioppo
	Mailed initial contact let to EE with form B, TW fact sheet, with my card. Left initial vm as well considering ERTW is 8/7. -rcacioppo	
07/31/2012	CASE REVIEW	rcacioppo
	EE, DOB: 3/19/56, Staff RN Third Shift mgr. Amy Sayers med/surg telemetry hire date: 12/5/2011 36hrs FMLA denied (as not worked here a year) LTD elected? yes as of 1/1/2012 off work fr 7/20 to ERTW 8/7/2012 dealing with severe anxiety, panic attacks treated by Tim Nuss, CNP sending initial contact let and initial email to mgr. -rcacioppo	
07/24/2012	Assigned Rose C	mbheyder
07/24/2012	Mgr, Amy Sayers	awhite
07/24/2012	FMLA Denial Notification/letter sent	awhite
	To: Joseph Casagrande cc: Susan T. RE: FMLA DENIAL NOTIFICATION: RE: Joseph Casagrande Clock Number: 77893 FMLA Denial LOA date: 7/19/12 - 8/7/12 Your associate has requested FML job protection. It has been DENIED as your associate does not meet the eligibility criteria. Per Federal guidelines you may post their position. IF YOU POST THE POSITION: · Contact your Associate Relations Rep · Call your associate to inform them of this denial and your intent to post the position · Follow-up by sending the attached letter of your intent to post position via certified mail · Send second letter if you fill the position o Use attached letter both times and modify for your circumstances · If associate is released before the position is filled, you must take them back in the same or equivalent position DO NOT TERMINATE ASSOCIATE AT THIS TIME · Your associate must be off 180 days in a rolling calendar year to be terminated · You will receive notification of the end of TDP/TERM date and instructions unless the associate has returned to work. Before making any changes to the PAF (scheduled hours) while your associate is on an LOA, please ensure to review changes with your Associate Relations Representative. Contact Associate Health and Wellness Disability Line at 614-565-4100 or 740-615-4100 if you have any questions.	
07/24/2012	Rcvd mx - ERTW 8/7/12	awhite
07/24/2012	Rcvd LOA & ROI forms	awhite
07/24/2012	FMLA Denied - empl'd < one year	awhite

Re: Joe Casagrande
Rose M Cacioppo
to:
Michael D Kramb
01/30/2013 10:24 AM
Cc:
Nancy Miller
Show Details

Security:

To ensure privacy, images from remote sites were prevented from downloading. Show Images

Thank you Michael—if you can email Nancy a list of the positions (just the job title and ref# if avail) he showed interest in (I'm not sure I recorded them), that would be great. Nancy may be able to add input re: what she thinks of those positions in relation to acuity etc and then in relation to any other concerns that Joe expresses when he meets with her. He is following up with his doc and seeing EAP today for follow up care.

Rose M. Cacioppo, MA, CRC
Disability Case Manager
Associate Health and Wellness
614-566-3747
fax 614-566-6772
OhioHealth
3545 Olentangy River Road
Suite 425
Columbus, OH 43214-3908

FORTUNE "100 Best Companies to Work for 2010 "

-----Michael D Kramb/Staff/OhioHealth wrote: -----

To: Rose M Cacioppo/Staff/OhioHealth@OhioHealth
From: Michael D Kramb/Staff/OhioHealth
Date: 01/30/2013 10:19AM
Cc: Nancy Miller/Staff/OhioHealth@OhioHealth
Subject: Re: Joe Casagrande

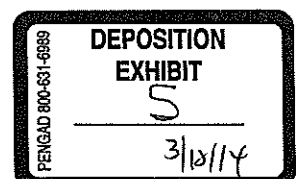
Rose,
Thank you for the update. I will look at the positions he applied for today and speak with the recruiters for those positions.

Thanks,
MK

Michael D. Kramb
Associate Relations Coordinator
OhioHealth Human Resources
550 Thomas Lane | Columbus, OH 43214
Office (614) 566-4309 | Fax (614) 566-6953
mkramb2@ohiohealth.com

FORTUNE "100 Best Companies to Work for 2010 "

☐ Rose M Cacioppo—01/30/2013 10:03:35 AM—Nancy: Joe has been released and is no longer at OhioHealth 001153
but his position in Amule's area has been noted



From: Rose M Cacioppo/Staff/OhioHealth
To: Nancy Miller/Staff/OhioHealth@OhioHealth
Cc: Michael D Kramb/Staff/OhioHealth@OhioHealth
Date: 01/30/2013 10:03 AM
Subject: Joe Casagrande

Nancy:

Joe has been released as of 2/1/2013 to RTW but his position in Amy's area has been posted and associate agrees he needs to apply for nursing jobs with less acuity; he's okay to return to bedside and Amy told him and HR that she would support reference in positions in nursing with less acuity; Joe is excellent with patients, we understand. He is an experienced worker but relatively new to nursing profession. His resume is filed in Prognos.

I've told him to call you as he has passed some ref# to Michael in HR but has not yet applied as eager to find out more about each position and if appropriate fit. We thought it would be helpful if you got involved.

Michael: I did tell him to go ahead and apply for up to 3 positions he thought would be a good fit to get ball rolling again. Hope that is okay.

Regards,

Rose M. Cacioppo, MA, CRC
Disability Case Manager
Associate Health and Wellness
614-566-3747
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FORTUNE "100 Best Companies to Work for 2010 "